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textile bulletin

MARCH • 1 • 1947

This issue of Textile Bulletin is devoted to an analysis of labor legislation now before the U. S. Congress. Its contents are recommended for your reading.

RESEARCH IN SOCIAL SCIENCE
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CHAPEL HILL N C 2837 G

Better Roll Coverings—

MEAN BETTER RESULTS AT LOWER COST

The **SONOCO CORK COT**



*has these
Exclusive Advantages*

1. Ease of Application
2. Positive Adherence to Roll
3. Uniform Density for Life

*All of which contribute to
BETTER ROLL COVERING*



REG. U. S. PAT. OFF.

SONOCO PRODUCTS COMPANY

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DEPENDABLE SOURCE OF SUPPLY

NEW DAYCO SLASHER ROLL!



ADDITIONAL ADVANTAGES

1. 15 to 30 minutes saved each time of starting—no soaking—no warming up
2. Size uniformity increased tremendously
3. Elimination of lap streaks
4. Time savings of approximately one hour —for each "change-over"
5. Minimizes yarn flattening

Efficiency of the New *Mill Proved* Dayco Slasher Roll is so great, it is estimated, the savings resulting from installation will pay for it within a period of approximately six months. The New Dayco Slasher Roll has been perfected to slash any type yarn, and it is not affected by oils or chemicals. Size materials that harden do not affect Daycos and 15 to 30 minutes are saved when starting up. Uniformity of the size is increased tremendously . . .

lap streaks and yarn flattening are minimized.

It is estimated a New Dayco Slasher Roll will give satisfactory service for at least two years. In this period it will save many, many hours of blanket changes and installation time. It will pay you to get full information. Write to Dayton Rubber, Dayton, Ohio, or

TEXTILE PRODUCTS DIVISION, DAYTON RUBBER

Main Sales Office: Woodside Bldg., Greenville, S. C.

Factory: Waynesville, N. C.

THESE *Mill Proved* PRODUCTS WILL SAVE YOU TIME, MONEY AND MATERIALS

BOX LOOM PICKERS • BOX LOOM PICKER BUMPERS • CONE BASE PADS • FROG AND LOOM BUMPERS • HOLD-UP STRAPS • LONG DRAFT APRONS • LOOP PICKERS • LUG STRAPS • ROLL COVERINGS • RUB APRONS • SLASHER ROLLS • TAKE-UP ROLL COVERING • TEMPLE ROLL TUBING • VIBRATION DAMPENERS • WOOLEN AND WORSTED COTS

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Waynesville, N. C. plant, devoted exclusively to manufacturing textile products designed to help you produce finer textiles more economically.

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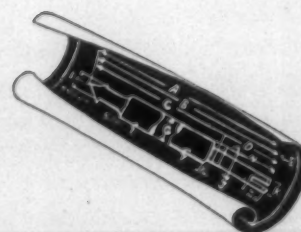
RAYON BRIGHT - RCK BLACK

TWO FAMOUS FLYER FINISHES

RAYON BRIGHT is highly buffed and polished to resemble a chromium plated finish. This finish was developed especially for use in Rayon mills where conventional finishes were not satisfactory.

RCK BLACK is a beautiful, glossy, highly rust-resistant finish that has proved so superior in White Goods mills that today over 400,000 are in use in mills from Maine to California.

In either of the above finishes . . . all flyers are completely rebuilt to highest standards before the finish is applied. Whether you prefer RAYON BRIGHT or RCK BLACK . . . Ideal is equipped to give you the finest in workmanship and service.



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23RD YEAR OF CONTINUOUS SERVICE TO TEXTILE MILLS

803/71

ACCOTEX COTS *draft*



8 ADVANTAGES OF ACCOTEX COTS

1. LONG SERVICE—Accotex Cots are tough. And they can be re-buffed 5 or 6 times.

2. GOOD DRAFTING — Accotex Cots retain their excellent grip, because their cork-and-rubber composition resists slicking.

3. REDUCED EYEBROWING — The resistance to slicking minimizes eyebrowing.

4. REDUCED LAPPING — Accotex Cots have little affinity for textile fibers and are non-sweating even in humid weather.

5. GOOD START-UP—Accotex Cots are non-thermoplastic and resist flattening.

6. SOLVENT RESISTANCE—Accotex Cots are not affected by oil, water, dyes, or commonly used textile solvents.

7. SEAMLESS CONSTRUCTION — Accotex Cots have no seams, no structural weaknesses to cause failure in service.

8. QUICK ASSEMBLY — Accotex Cots are ready glued for easier, quicker assembly.

ARMSTRONG'S ACCOTEX COTS

better...produce stronger yarn

because they resist slicking

You get less slippage with Armstrong's Accotex Cots than with any other synthetic covering. That's because Accotex is scientifically formulated from synthetic rubber *and* cork. The high friction cork in Accotex Cots helps grip the fiber more evenly and retards slicking. This long-lasting grip results in better drafting and stronger yarn.

These are but a few of the important reasons why more and more mills are switching to Armstrong's Accotex Cots.

Check all the advantages shown at left ... and you'll see why Accotex Cots are now serving more spindles than any other roll covering.

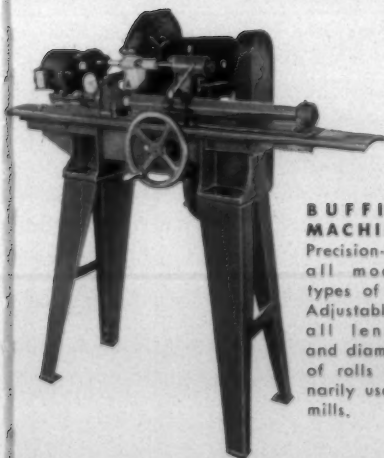
Install these superior cots on a test frame today. Ask your Armstrong representative for samples, prices, and complete information on Accotex Cots. Or write today to Armstrong Cork Company, Textile Products Department, 8203 Arch Street, Lancaster, Pennsylvania.



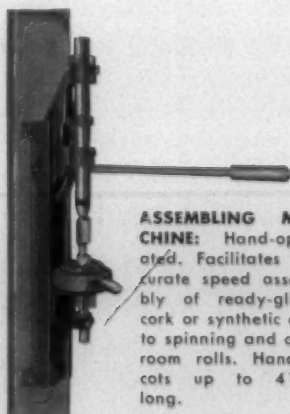
ROLL COVERING SERVICE THAT'S COMPLETE

You can get everything you need for complete roll covering service from your Armstrong representative. He can supply not

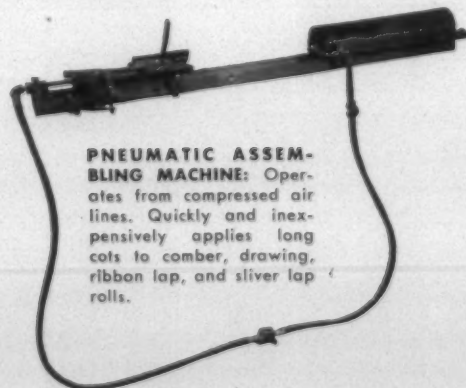
only all three modern types of covers but also the roll shop equipment required to apply and service them.



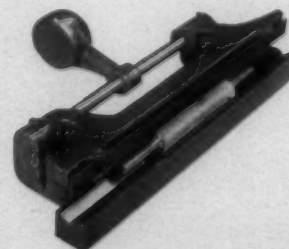
BUFFING MACHINE: Precision-buffs all modern types of cots. Adjustable for all lengths and diameters of rolls ordinarily used in mills.



ASSEMBLING MACHINE: Hand-operated. Facilitates accurate speed assembly of ready-glued cork or synthetic cots to spinning and card room rolls. Handles cots up to 4 1/2" long.



PNEUMATIC ASSEMBLING MACHINE: Operates from compressed air lines. Quickly and inexpensively applies long cots to comber, drawing, ribbon lap, and sliver lap rolls.



ROLL TESTING GAUGE: A paralleling device used to guide the setting of the buffing machine and to check trueness of rolls after buffing.

**CORK COTS
ACCOTEX APRONS
ROLL SHOP EQUIPMENT**

PROXIMITY MANUFACTURING CO.
GREENSBORO, N. C.



*"In the beginning
there was nothing
but Proximity to
the cotton fields"*

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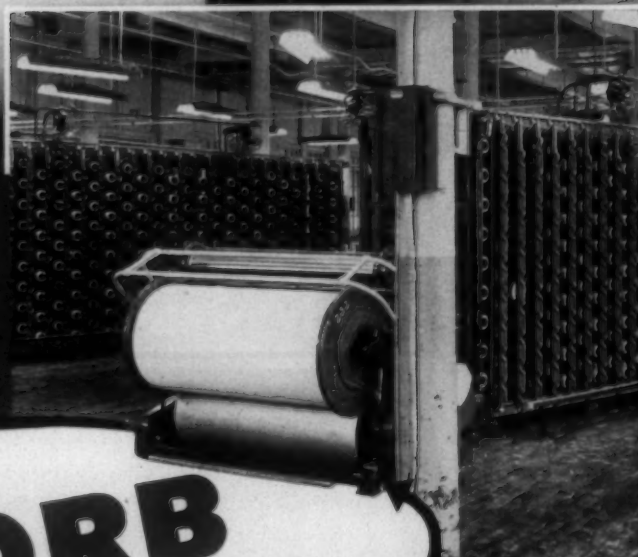
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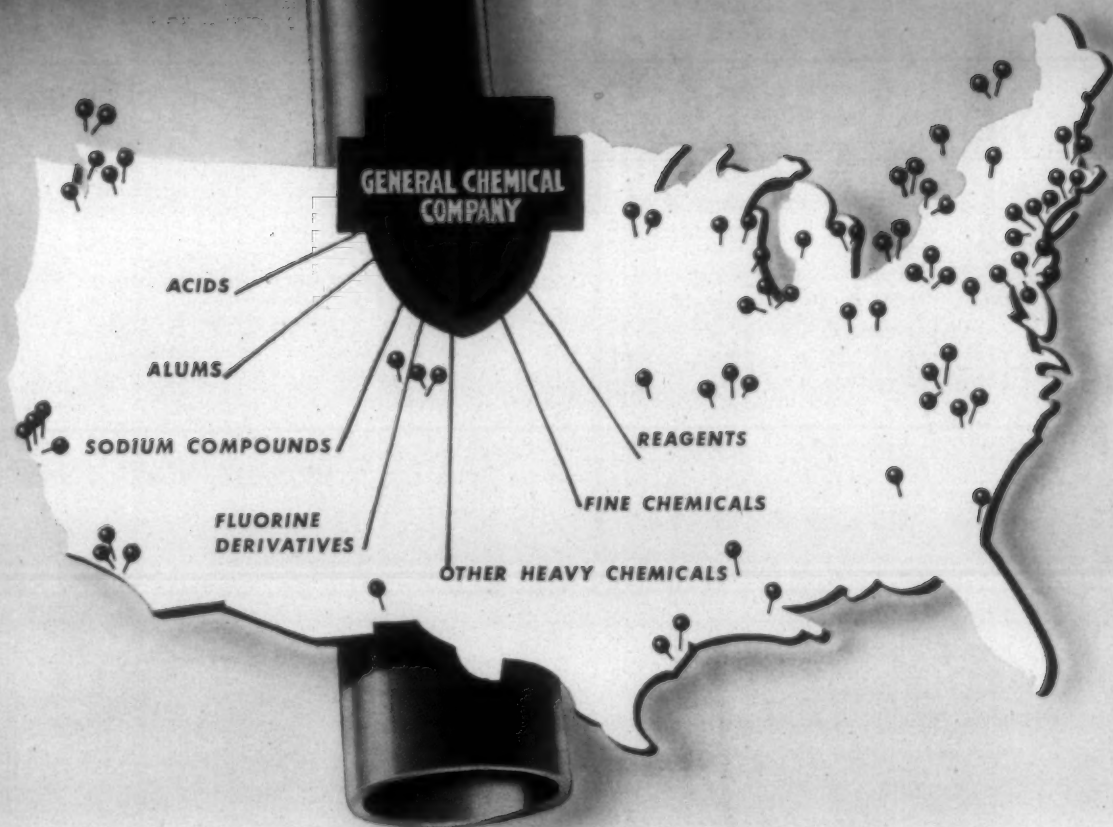
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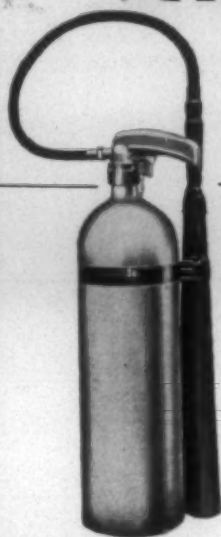
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Specializing in Random Dyed Carded Yarns
for Hosiery and Underwear

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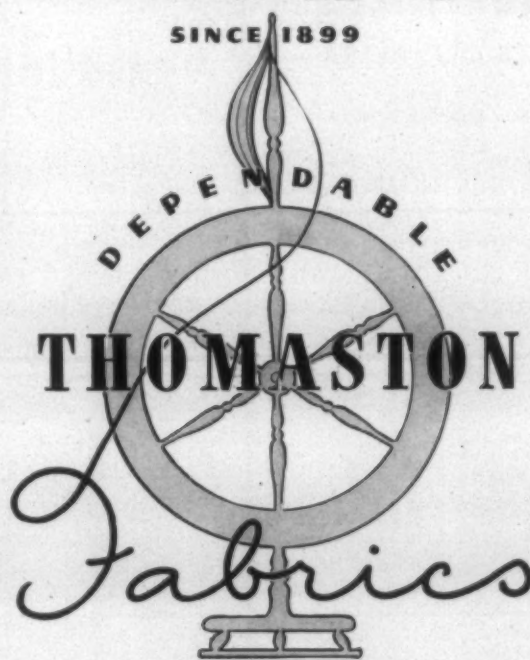
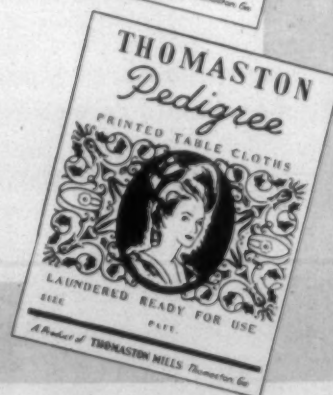
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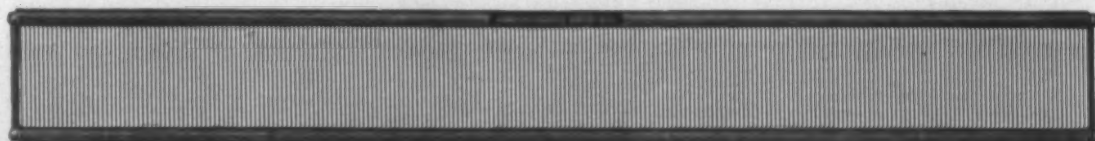
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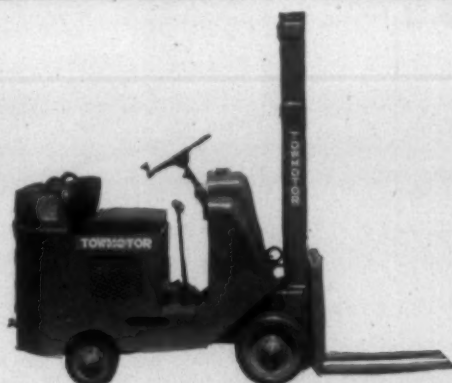
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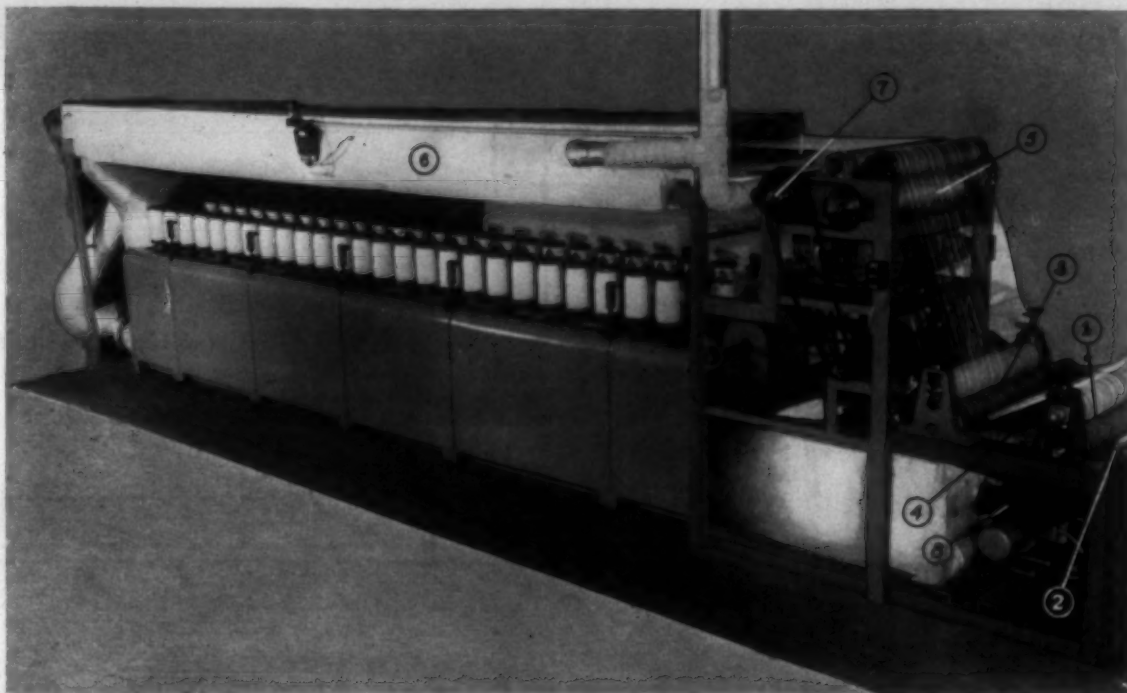
Curtain and

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New Process Machines Are Now Nearing Delivery

Before you make a mistake in buying textile machinery that might soon become obsolete for your purposes, it behooves you for your own economic safety to examine the merits of the new

Multiple-end Fiber Bonded Machine for Treatment of Yarns and Rovings



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7. Rolls Applying Further Tension
8. Heating Unit

Machines Based on This Model Are Now Being Put Into Production by Walter Kidde & Co., Belleville, N. J.

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They *could* render your present conventional products obsolete. They certainly give you an opportunity to create entirely new Textile Products, or to greatly improve your old ones.

Just to Be Sure—CONSULT—

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SHADE
CLOTHS

AND

DRAPERY
FABRICS

ROANOKE MILLS COMPANY

ROANOKE RAPIDS, NORTH CAROLINA

MANUFACTURERS OF

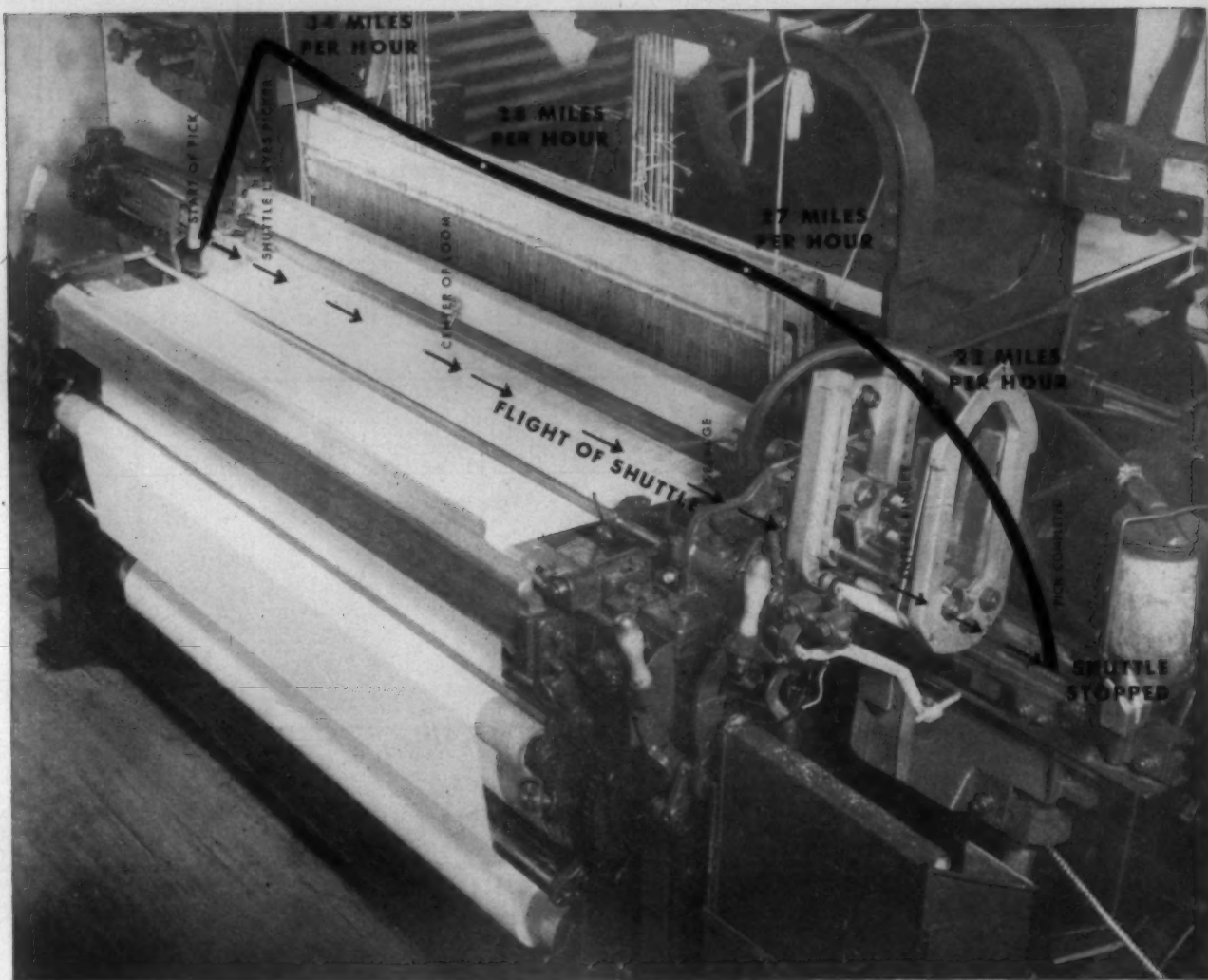
Colored Outing Flannels

Shirting Flannels

Wide Upholstery Fabrics

Wide Tickings





Here's one answer to the question:

"What's the Speed of a Loom Shuttle?"

That curve, just above, tells a startling story. It shows the shuttle starting from rest at the left of a dobby loom—and reaching a maximum velocity of 34 miles per hour in 1/30th of a second! This acceleration, from rest to 34 miles per hour, is reached within a distance of 10 inches.

It also shows that, at 172 picks per minute, the shuttle completes its travel from box to box in a little less than 1/5 of a second. And in that time it decelerates sharply as it enters the selvage of the fabric—and again as it contacts the binder. Then the shuttle comes to a dead stop and the oper-

ation is almost instantly repeated in the opposite direction. So there's one illuminating answer to the question: "What's the speed of a shuttle?"

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Industry Can Shrink

A FEW explanations are needed to clear the thinking in regard to earnings from business. It is common practice on the part of anti-business leaders to speak of business earnings in enormous sums. Rarely do such people, who seem to desire to ultimately destroy business and the profit system, ever speak of earnings of business in terms of per cent of investment. You never hear them refer to the amount of investment necessary to give a job to one person. Rarely do you hear them mention the enormous volume of business done in order to obtain the profits that they shout about from the house-tops, generally in exaggerated figures.

People who know say that it requires an investment of \$6,000 or more to give a person a job. The average person, a worker or otherwise, realizes that when a person invests money in industry, he is taking a big chance. He is gambling that the industry can successfully meet competition, that it can produce first class salable products, that it can operate efficiently at low costs, that it can protect itself against various hazards.

If a person risks his money in business, which by nature cannot guarantee any minimum return, then he naturally expects to have an opportunity to receive much better than government bond interest on his investment. Such a person realizes from the record of business failures in this country that he stands a 50 per cent chance of not receiving dividends at all for a long period of time and a good chance of losing the capital investment. Surveys that have been made show that the average person, including the employee in industry, would expect much higher returns on his investment in business than business actually earns.

During many years in the past, the profits in the textile industry were small if they existed at all. The spin-dles in the nation began to rapidly decline. It can be marked down in indelible ink that if the profits in any industry reach a point much smaller than capital invested, in what might be termed the risk investments, should bring, then the jobs in that industry will decline because the industry will begin to shrink.

On the other hand, if such risk capital brings good returns, then such an industry can be expected to grow and more jobs will be available. Of course, those who object to the profit system and would put a straight-jacket on business would welcome conditions which would lead to nationwide industrial bankruptcy. They would welcome the withdrawal of capital from business or the loss of whatever capital is now invested in business so as to hasten the day when we have government running all business or some group in dictatorial charge of all business, thus matching what can be found in Russia today.

Business in this country, and particularly the textile business, has gone through many years in the past in which profits were very small or non-existent. Let's not overlook the fact that thousands of hard earned dollars are represented in the capital invested in those businesses. When there have been no profits or little profits, dividends have likewise been small or non-existent. Dividends may again be small and non-existent if by regulation or otherwise those investors are deprived of the opportunity of good earnings at least during some years. Under such conditions there is no incentive to continue their investments in such industries as they at all times are risking the loss of the original investment. If we are to continue to preserve private business in this country and to continue to offer job opportunities to people then the investors must have an opportunity to occasionally earn good returns on their dollars invested. Otherwise the incentive of investment is gone and instead of industry expanding in the United States it will shrink and the standard of living of everybody will rapidly decline.—*The Textorian*, Proximity Mfg. Co.

The Lewis Challenge

JOHAN L. LEWIS' sudden retreat in his defiance of the Federal Government may have settled the coal strike issue—at least, temporarily—but it did not settle the even more important issue of the automatic economic power placed in a single man's hands by our present labor laws. For John L. Lewis did not "surrender"—he merely made

a strategic retreat by permitting his miners to return to work until April 1. At his decision, hundreds of thousands of miners throughout the nation walked off their jobs, the wheels of industry began to grind to a stop, and millions of workers owing no allegiance to Lewis or his union faced serious unemployment. Suddenly—and again at Lewis' personal decision—the miners were permitted to return to their jobs, and industry was permitted to resume.

What many people seem to overlook in this situation is that while the question in debate was whether or not the power of injunction could be used by the government to prevent a strike in an industry operated by the government itself, the real issue was whether the legality of the injunction should be decided by the courts or by John L. Lewis. The autocratic Lewis, hypnotized by a false sense of his own importance by the success of his many previous depredations against the public welfare, felt that his decision was sufficient. Judge Goldsborough's fine of \$3,500,000 against the miners' union and \$10,000 against its leader was a reminder to this self-appointed economic czar that he was not a law unto himself.

But again we must not forget that the Federal court's action applies only to the legalistic side of the picture. So, too, will the decision of the Supreme Court—it will merely say whether or not an injunction obtained by the government is constitutional when issued for the purpose of preventing a strike in an industry operated by the government itself.

The overshadowing issue that must be settled is whether or not any man should have the power to halt American industry, throw millions of workers out of work and upset if not wreck the entire national economy. Our own President, holding the highest office in the land, and elected by the people themselves, cannot arbitrarily do such a thing, within even his wide wartime powers. Hitler could do it in Germany. Stalin can do it in Russia. John L. Lewis, holding no elective public office, answerable to no one but himself, can do it here. And he can do it within the limits of the unwise, unfair laws of which he has taken full advantage. Coal is the foundation of our economic

life. Without it, all industry in time would have to stop. And if John L. Lewis' whim is that the mining of coal shall cease, it stops.

It is intolerable that any one man, in control of an industrial army forced to follow his orders blindly, should be able when he so chooses to throw the entire nation into an economic tailspin. No one will challenge labor's right to obtain justice. But any fair-minded person will challenge labor leaders' unthinking use of this right with utter disregard of the rights of helpless victims—including their own union members—who have little or no voice in the disputes but who suffer by them.

The issues raised by John L. Lewis' action can be settled only by new legislation. This union leader's effort to prove himself above the law has presented a clear-cut challenge to the new Congress now in session—has made it crystal-clear that the present labor laws do not properly safeguard the people of the United States. The Congress has an inescapable responsibility to enact measures that will protect our citizens against reckless labor leaders who for too long a time have been laws unto themselves.—*Pathfinder News Magazine*.

To Young Labor Leaders

YOU hope some day to be head man of your union. Maybe you even dream of becoming president of the A. F. of L., or of the C. I. O. Somebody will; why not you? What can you do, and say, that will set you apart? What will make your fellow-workers respect you and look to you for leadership? Present leaders are strongly entrenched in their jobs. Most of them are not so old, either. Will you have to wait for them to die or quit? Or could you push them aside?

You know the main thing you have to do. That is to convince your fellows that you can help them improve their conditions. They will always follow a man who can help them get higher wages and better living. That poses a problem that troubles you, doesn't it? Looks like these old leaders had already demanded the moon and pretty near got it. You have seen the company's figures. You know a good bit about the factory and about the whole business. Honestly, down in your heart, you do not really see how wages can go much higher or hours go much shorter. You don't see how, if they do, the company

can stay in business. If it can't make some money, it will have to close and you will all be out. So, what can you offer the boys? Here are two or three suggestions:

Is the factory efficient? Does it have all the latest time-saving and cost-saving machinery? How can a man turn out enough stuff to earn high wages unless he has the best possible tools? You know many a slow, weak cluck who really earns his dollar an hour on a good machine when, for either brains or muscle, he wouldn't rate two bucks a day on a wheelbarrow. Then, is the plant so arranged that materials come up and move along with the least possible trouble? If not, why don't you raise Cain about that? You can make the men see that poor management runs up costs and cuts down profits. The more the company makes the stronger your demand can be for a better share of the earnings.

Now, here is a tip by which you can outdo all the labor leaders in the business. You know, whether or not you ever admit it to yourself, that the company does not really pay your wages. Wages actually are paid by the consumers. If they like the product, and can buy it cheaply enough, they will pay over to the company the money it pays out as wages. They decide the matter; no fooling about that. Then, if you are going to get your men higher wages, wouldn't it be extremely smart to lead them towards turning out more work for each hour they work?

The old leaders, the fellows you would like to displace, have been dumb on that point. They have favored slowdowns, feather-bedding, compelling two men to be put on a job one man can do. They have made union rules to prevent a good man from doing all the work he could easily turn out. Their theory was that these schemes make jobs for more men. Actually they do not. They make the products cost more, so that not so many consumers can buy, and so that less output can be sold. Because of these practices, wages are lowered, in effect, because wage money buys fewer goods.

Your chance is to prove to your members that you can get them more money by helping them to turn out more products at lower costs. That also is the way to shorter hours—get more done in the hours actually worked. You might even go the whole way, and change the rules to favor more piece-work or to favor that principle. You no longer need to be afraid of piece-

work resulting in rate cuts. Your unions are strong enough now to prevent that, and to prevent unfair speed-ups. Sure, the old boys will say that is all wrong. But that's where they are most wrong. That is their weakest point. Therefore it is your best point of attack, if you want to be the big shot yourself.

Work on the one basic principle: the more work is turned out and the less it costs, the more money there can be paid in wages. That way, everybody gains. The public gets more goods at less cost. The company does a bigger business and makes more money. You can then demand and get, a bigger wage cut for the men you represent. Not only that, but the whole American public will admire and cheer you, history will set you down as the wisest of labor leaders, and you will become a great man. I wish you luck! — *The Farm Journal*.

Union Made Recession

ALL through 1946, beginning with the steel strike, we operated in a new sort of business recession—strictly Union Made, and despite reported high employment figures. While the total volume of business of the country has been very large, it is, by no means, what it could have been had there been no strikes of the 1946 magnitude.

If 1947 is to see a further recession in business, it, too, will be Union Made. Thus far, the decline in business is nothing to worry about. And it is difficult to foresee important reasons for the nation to do less business in 1947 than in 1946, except for work stoppages that may be imposed by organized labor, aggravated to be sure, by any remnants of the government's past wage and price policy. . . . Admittedly we may experience more of the new type of slow down that we had in 1946. But the orthodox type of recession—with agricultural surpluses, factories idle because people can't or won't buy their products, empty houses, apple sellers and panhandlers, busted banks, and mortgage foreclosures—that type is hardly to be expected in the near future.

The Union Made type of business slow down is not, however, a phenomenon peculiar to the United States of America. Among industrial nations, it appears to be world wide.—*Food Industries*.

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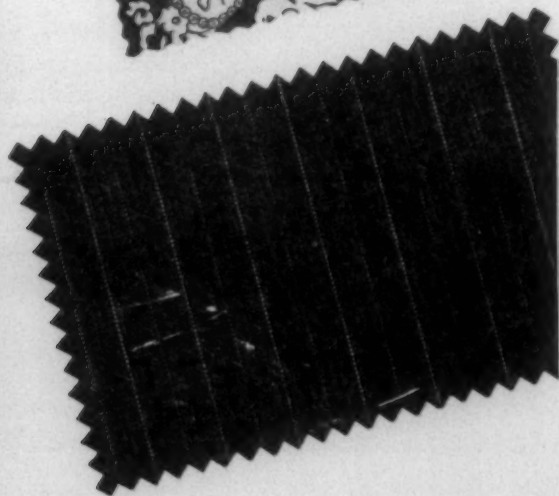
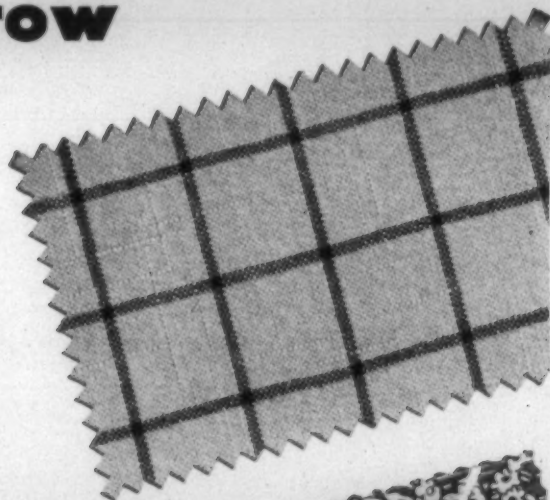
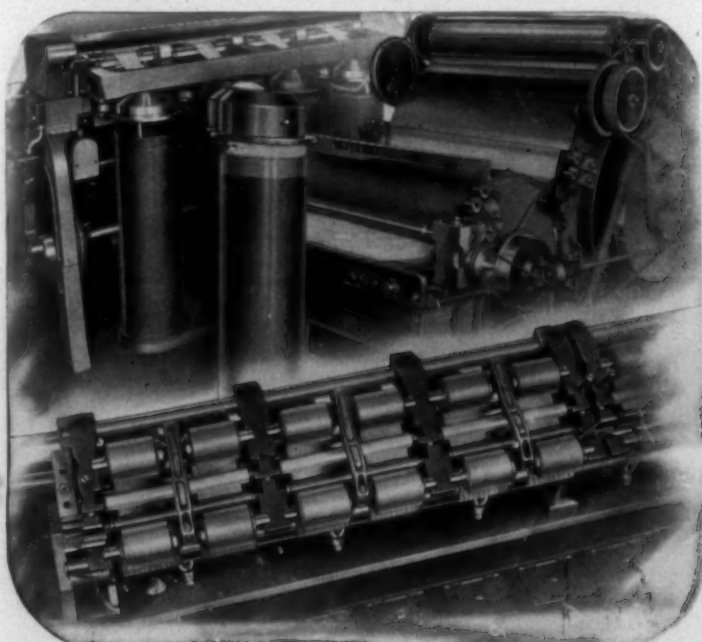
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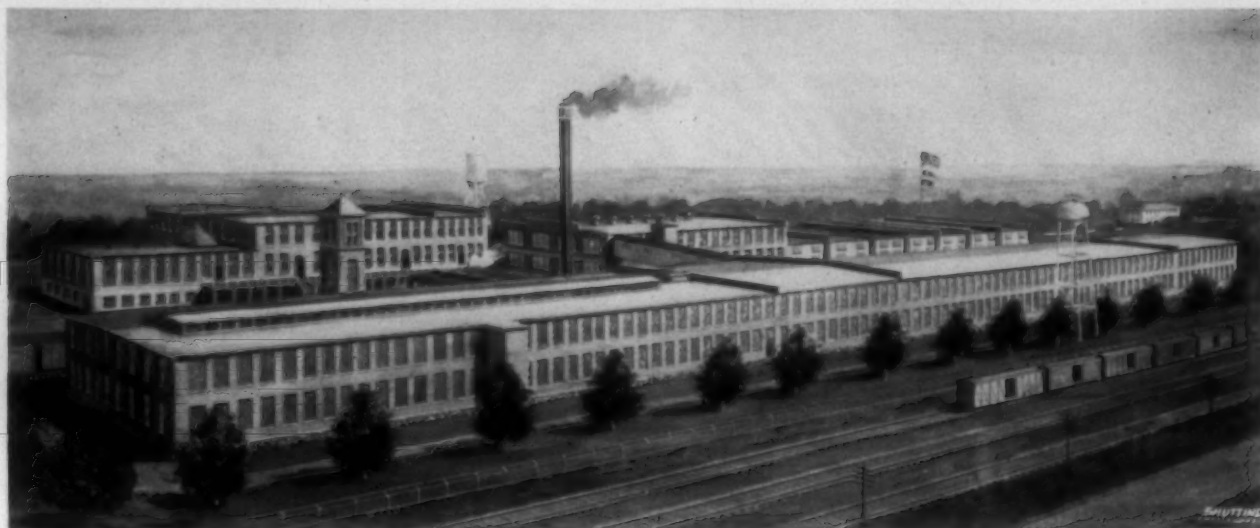
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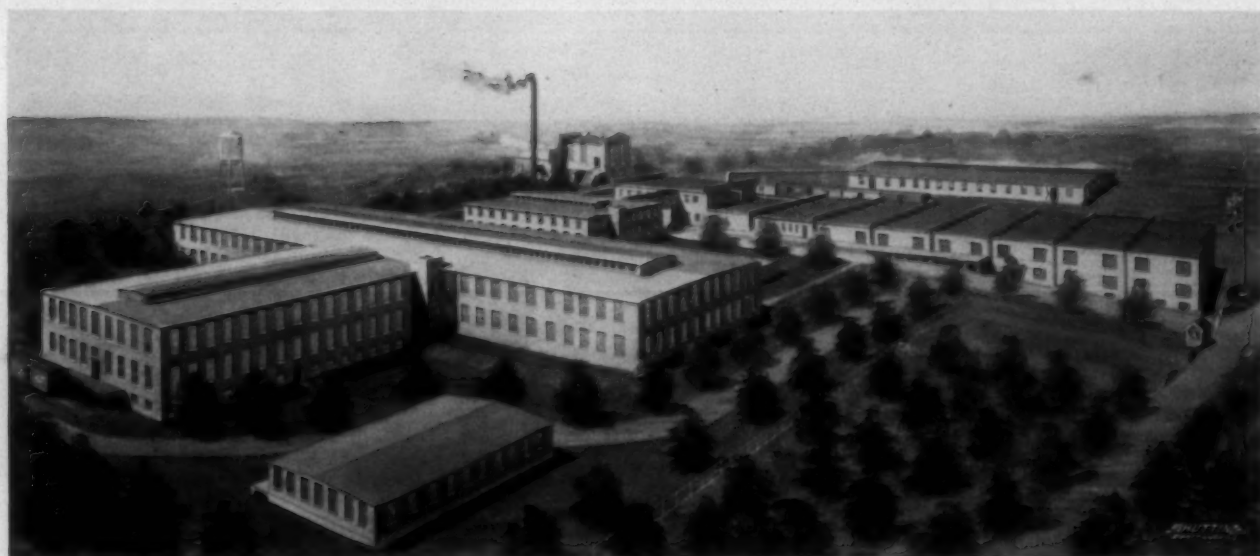
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The Unions and Labor Legislation

By B. C. CLARKE, the Bulletin's Washington Correspondent

ORGANIZED labor is colliding head-on with the Labor Committee of the House and the Senate on proposals to revise labor laws, outlaw the closed shop, curb industrial strikes, and relieve the country of its burden, and stupendous losses, in work stoppages. The two great unions, through their spokesmen, William Green and Philip Murray, have expressed their unequivocal opposition to any substantial changes, through legislation, in the existing order of collective bargaining and industrial relations. They have been told in equally unequivocal language, by Senators Ball, Ives, Morse, Taft and Ellender, of the Senate committee, and Chairman Hartley and Graham Barden, of the House committee, that such legislation is a certainty.

Spokesmen for employers—from the great corporations down to the ranks of "small business"—have told an astonishing story of the excesses, extortion, bludgeoning, and irresponsibility with which they are faced in the post-war period in dealing with ruthless and threatening union officials, and unions that are not legally liable or amenable to any rule of law that applies to the employer or to corporate industry.

Cecil B. DeMille, motion picture producer in Hollywood, was a witness in the long procession. He told a story of union exactions and extortions as bizarre and garish as any "thriller" ever screened in a Hollywood studio, and bringing incredulous gasps from the 25-man House Committee. Rep. Bernard W. Kearny, New York Republican, leaned across the desk and said to Mr. DeMille: "You have told a story here as colorful and sinister as has ever been recited in this room. Could you make a motion picture of your story, telling it to the American people? Could you reveal the racketeering and extortion by these union leaders in your industry, as you have told it to us?"

"No," replied Mr. DeMille. "I would not be allowed by the union to make such a picture. If I did, I would not be allowed by the union to distribute it, and theaters would not be allowed by the union to show it. I could not get it to the people."

"That is exactly the sort of suppression and sinister control we are going to break up," said Chairman Hartley.

Labor legislation divides itself into two areas, and there will be at least two bills brought into the Senate and the House for action. One bill will come from the Senate Labor Committee as a civil proposal to establish a new code of industrial relations, with drastic amendments in the Wagner Act. The other bill as a criminal statute will come from the House Labor Committee—a keen-edged and sharp-pointed

measure to cut the tentacles of extortion, graft, shakedown, blackmail and racketeering that surround the individual's right to work, and threads its way through a great part of the nation's productive industry. Both the Hobbs and Petrillo anti-racketeering laws that were enacted in the last Congress would be superseded by the new measure.

The colorful procession of witnesses before the House committee have come from both management and labor. Their stories have varied in detail, but always it was a story of sordid abuses, hard fisted impositions, shakedowns and extortions at the hands of "small fry" who had climbed to high power in unions, and operating with few restraints and no sense of responsibility.

"I'm a union member," said Mr. DeMille, "who has had personal experience with a union's power over its members. My local union levied an assessment of \$1 on all of its members to finance a campaign against a referendum proposal on the ballot in a general election of California. I favored the proposal, and refused to pay a dollar to oppose my convictions as a citizen. For insistence on my political right I was suspended by the union, and prevented from appearing on a radio program I had been producing for more than eight years."



Under questioning of the committee, he said he was removed from the program by the interference of union officials as a result of his refusal to "kick in" with a dollar. Mr. DeMille outlined four things he believed should be prohibited in legislation:

(1) The closed shop is a monopoly, undemocratic, and in its very nature, leads to invasion of the individual right to work guaranteed by the Constitution.

(2) No practical redress is available to a union member whose rights are violated by a closed shop union, and nothing less than abolition of the closed shop can effectively remedy these abuses.

(3) Ample precedent exists for the abolition of the closed shop, and labor's gains need not be adversely affected by abolition.

(4) The great unorganized mass of people, who are in

overwhelming majority, have unmistakably indicated that abolition of the closed shop is in accord with their will.

"Strikes that close down industries for weeks or months," said Chairman Hartley, "and throw hundreds and thousands of workers into idleness, with stupendous wage losses, have become commonplace reading. But the story of strikes that didn't happen—of 'strikes' of another sort—where employers and management submitted to shakedowns and 'pay offs' in order to continue operation, is the story we are hearing."

With proposed labor legislation still in the committee "work shops," there is no indication as to the final form the measures will have when they are brought to the Senate and House floors for action.

Mr. Green clashed violently and bitterly with the Senate committee as he said Congress is trying to "legislate in the dark," and instead, it should undertake "a longtime study of labor-management problems." The committee told him he had a "negative viewpoint" and a "defeatist attitude."

"Don't make the mistake you did in passing the prohibition law, and enact something that won't work," replied Mr. Green. "You can't make a union man work with a non-union worker. He can always quit his job."

New Definitions In Industrial Relations

In rapid-fire questioning of Mr. Green it became evident that the committee's new bill, when reported, can be expected to lay down new definitions in industrial relations, and make far-reaching changes in procedures affecting employers and employees.

Among the likely features of the bill are:

- (1) Restrictions or prohibitions on strikes, probably through compulsory "cooling off," with a governmental agency conducting a settlement.
- (2) Ban on the closed shop, with the union shop permissible under conditions that allow the employment of a worker who does not want to belong to a union.
- (3) Severe penalties for boycotting materials from non-union shops, or when produced by a rival union, or in an area under the control of another union, with the unions made amenable to the anti-trust laws for violations.
- (4) Restrictions on dues and other payments to unions or their representatives, with a ban on enforced contributions for political or any other non-union purposes.
- (5) Required registration by unions, with public accounting of receipts and expenditures, and put on an equal footing of responsibility with employers in carrying out wage contracts, or other contractual commitments.
- (6) Election of union officials, in local or national units, by secret ballot, with government supervision when asked.
- (7) Protection for minority groups, both within unions and in plants employing union and non-union workers.
- (8) Prohibition of "maintenance of membership" clauses in wage contracts, or inclusion of any provision which enables union officials to force membership or retention of membership upon member workers regardless of the individual's wishes, or that serves to promote or fortify autocratic powers of officials in unions.
- (9) Bans on jurisdictional, sympathy and secondary strikes, or outside interferences in aid of any strike, or that serves to endanger the public welfare, health and safety by reason of any strike.
- (10) Restrictions on picketing in the number of allowable pickets and means used in picketing, with penalties for

interfering with the ingress and egress of officials, supervisory employees and clerical forces, or maintenance of plant employees.

The National Labor Relations Act will be drastically changed in both its jurisdiction and scope of authority and action. The board will be re-created as a quasi-judicial body, with its present powers of administration, investigation and prosecution vested in another governmental agency. Equality in bargaining for employer and employee will be redefined, and the right of "free speech" by employers to their employees, will be guaranteed. Coercive language and threats by employers to their workers will be prohibited.

Principal aim of the bill, said Chairman Taft, will be to establish the means and machinery through which industrial disputes can be equitably adjusted and strikes avoided. Both mediation and arbitration in disputes will be provided in the Senate bill, but compulsory arbitration will not be required. Findings of an arbitration board will be binding on both parties, however, where beforehand there has been an agreement to arbitrate. The new bill will go far in protecting the rights of minority groups, and it may bar known Communists and irresponsible radicals from official positions in unions. Under its terms many unions will have to engage in a "house cleaning."

The Senate committee is in agreement on one point: Restrictions will be placed on the levying of initiation fees in joining a union, with a maximum nominal sum prescribed by statute. Issuance of "work permits," and acceptance of a fee from a worker on any ground which does not grant full membership and good standing in the local union, will be prohibited with possibly a criminal penalty. It is not decided by the Senate committee whether it will lay a prohibition on industry-wide bargaining and wage contracts.

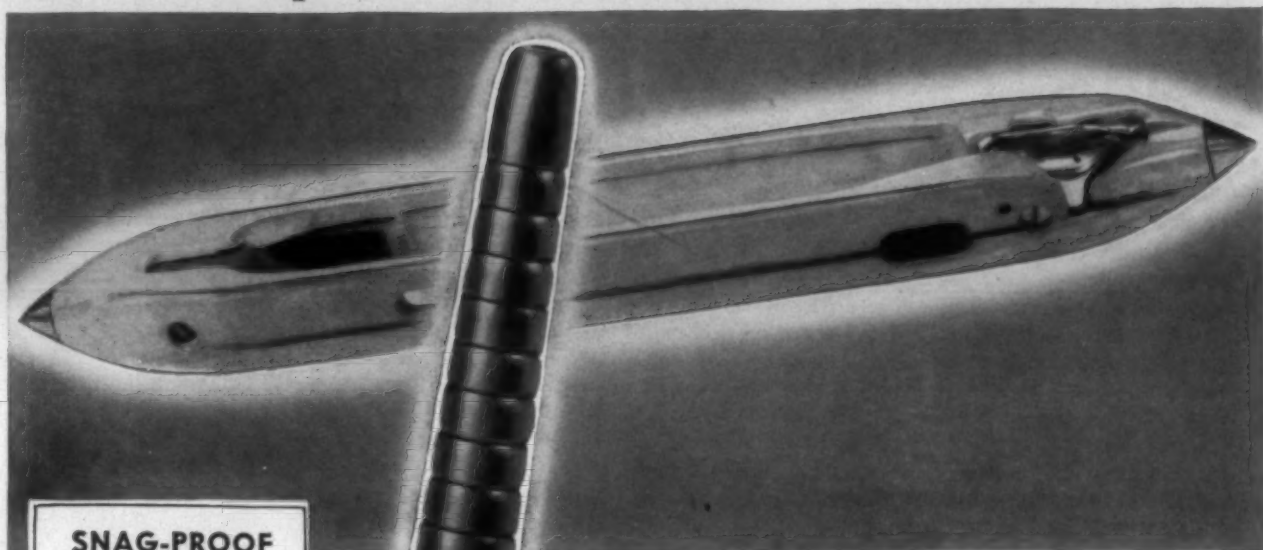
Emphasis has been placed by management witnesses on the inherent dangers of collectivist taxes forced on industries through imposition of central union welfare funds.



The committee has been told that unless Congress limits and defines the legitimate scope of labor disputes, and imposes responsibility in carrying out contracts, another epidemic of strikes is imminent and inevitable. Industrialists are fully aware of the social implications of gainful employment, yet misrepresentations on this point are used by union leaders to incite their members, and whip up the frenzy and fanaticism essential to large-scale strikes. All over the country, it has been pointed out, the C. I. O. has taken the cue from Petrillo and Lewis to exploit the idea of enforced levies on company treasuries for union purposes alien to employer and employee relationships. The American people are being taxed in higher prices and higher costs of living, it has been asserted, through these extortions and their spiralling drains on industrial resources.

"Such enforced levies for central union welfare funds are in no sense to be distinguished from demands for compulsory profit-sharing, or any similar exactions," said Forney Johnston, of Birmingham, on behalf of the National Coal Association. Central union funds of such magnitude, and amateurish inadequacy in drafting, are contrary to state and federal policy, and flagrantly (Continued on Page 71)

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Toward a Constructive Labor Bill

By Hon. FRANCIS J. CASE of South Dakota, Member of the
House of Representatives

OUR job in Congress is not simply to pass a labor bill. We are charged with passing a constructive bill that will promote peace, with justice, in industry. What we do in Congress we must live with. There are certain outstanding issues, as every one knows, for which we must find more adequate solution. Basically, the issues pivot on these points:

(1) The delegation of powers to the National Labor Relations Board, and the range of activities in which it shall engage. We are faced especially with the wisdom or unwisdom of combining in one agency the functions of investigator, prosecutor and judge.

(2) Coercive practices by labor unions toward workers, whether their own members or outside of the unions. Here arises the question of the treatment to be accorded to union minorities, and of the enforcement of democratic and equitable processes within the unions themselves.

(3) What legitimate scope among workers may be invaded by the unions, with a settlement of the controversial question whether supervisory employees and foremen shall belong to employees' unions.

(4) Removal of handicaps and obstacles in collective bargaining, including limitations on free speech by employers or employees, and the inability of employers to call for elections, or for workers to enjoy a secret ballot in the election of union officials and bargaining representatives.

(5) Mutual responsibility of employees as well as employers to carry out their wage contracts, with a way of dealing with flagrant contract violations and breaches, and binding unions to definite legal and financial responsibility.

(6) Elimination of selfish or monopolistic practices by unions, and in the operations of unions, which injure an innocent public, including industry-wide bargaining, jurisdictional strikes, nation-wide strikes, secondary boycotts of materials, sympathy strikes and picketing.

(7) The problem of "the end dispute," or what is to be done about a strike vitally affecting the public welfare that develops when all attempts at collective bargaining, mediation and voluntary arbitration have failed.

Beyond question, the "right to strike" has been flagrantly abused beyond all toleration. Some union leaders have boasted of "writer's cramp" in signing strike calls, and the menace of strike has hung over every wage negotiation, often converting such parleys into a threat of bludgeon force.

Piecemeal legislation can lead to a crazy-quilt result. The need is to simplify, not make more complex. And it must be kept in mind that the lower House has a general rule on germaneness, which prevents broadening the scope of a bill beyond that reported out by the committee. The Senate does not have such a rule. If, in the House, we want to amend the National Labor Relations Act, the basic bill must include some amendments to it.

In my efforts to write a comprehensive, yet integrated,

labor bill a year ago, I found it helpful to keep in mind the three natural areas in relations between management and labor: (1) the stage of seeking recognition; (2) the stage of living together, and (3) the stage where orderly relationships break up, and become everybody's concern. These natural areas can well be retained in mind now.

We seek in any comprehensive legislation the threefold objective of, first, establishing fair and reasonable relations affording equality in collective bargaining; facilities for mediation, conciliation or voluntary arbitration of disputes as they may arise, and to protect the public against the burdening or obstructing of commerce, whether from privileges given by the governor, or growing out of the pursuit of self-interest.



If industry-wide bargaining is to be retained, then there must be unequivocal freedom for employer as well as employee to choose the representatives for collective negotiation. Again, the assent of every employer should be required where a wage contract involves the employees of more than one employer. Employers should be given freedom from "death sentence" for company unions, and they should be permitted to contribute to welfare funds of employees without being charged with an unfair labor practice for "company domination." This is a lopsided feature in the existing Labor Relations Act. Employers should have the utmost freedom of speech when not accompanied by intimidation.

The Labor Relations Act can well be amended to allow employers as well as employees to request election; remove the requirement that ordinary rules of equity shall not control in proceedings before the board; require the "weight of competent evidence," instead of "simple evidence," for findings of unfair labor practices, and require substantial evidence as to facts in court review.

One of the very foundations of our concept of government is the sanctity of contract, and the right of the individual to enter into contracts. The obligation of maintaining agreements should be equally imperative on both employers and employees. All employers are usually legally responsible under existing laws for fulfilling their contracts, but this responsibility has not been extended to employees and their unions. Any legislation should make this responsibility co-equal.

Perhaps the most pertinent (*Continued on Page 72*)

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Labor-Management Relations

[As Viewed by PRESIDENT HARRY S. TRUMAN in his State of the
Union Message before the United States Congress, January 6, 1947]

DESPITE an outbreak of economic warfare in 1946, we are today producing goods and services in record volume. Nevertheless, it is essential to improve the methods for reaching agreement between labor and management and to reduce the number of strikes and lock-outs.

We must not, however, adopt punitive legislation. We must not, in order to punish a few labor leaders, pass vindictive laws which will restrict the proper rights of the rank and file of labor. We must not, under the stress of emotion, endanger our American freedoms by taking ill-considered action which will lead to results not anticipated or desired.

We must remember, in reviewing the record of disputes in 1946, that management shares with labor the responsibility for failure to reach agreements which would have averted strikes. For that reason, we must realize that industrial peace cannot be achieved merely by laws directed against labor unions.



During the last decade and a half, we have established a national labor policy in this country based upon free collective bargaining as the process for determining wages and working conditions. This is still the national policy. It should continue to be the national policy.

But as yet, not all of us have learned what it means to bargain freely and fairly. Nor have all of us learned to carry the mutual responsibilities that accompany the right to bargain. There have been abuses and harmful practices which limit the effectiveness of our system of collective bargaining. Furthermore, we have lacked sufficient governmental machinery to aid labor and management in resolving differences.

Certain labor-management problems need attention at once and certain others, by reason of their complexity, need exhaustive investigation and study. We should enact legislation to correct certain abuses and to provide additional governmental assistance in bargaining. But we should also concern ourselves with the basic causes of labor-management difficulties. In the light of these considerations, I propose to you and urge your co-operation in affecting the following four-point program to reduce industrial strife:

Point number one is the early enactment of legislation to prevent certain unjustifiable practices. First, under this point, are jurisdictional strikes. In such strikes the public and the employer are innocent bystanders who are injured by a collision between rival unions. This type of dispute hurts production, industry, and the public—and labor itself. I consider jurisdictional strikes indefensible.

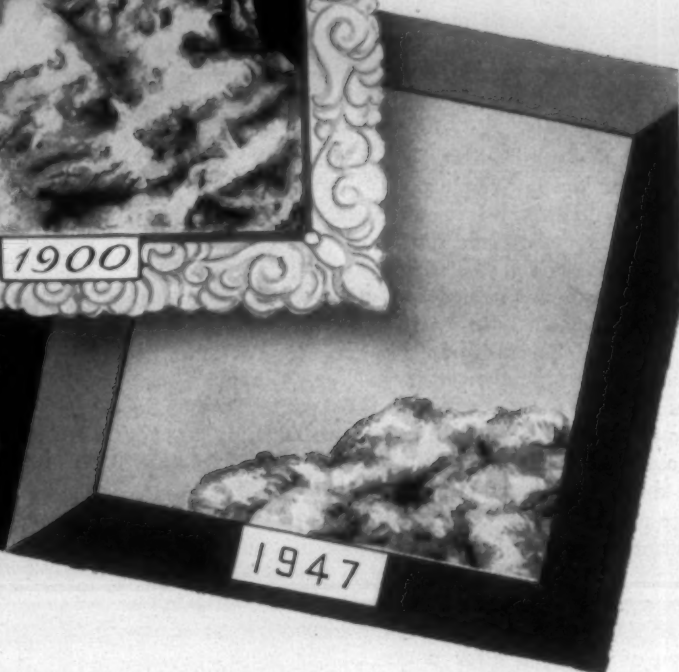
The National Labor Relations Act provides procedures for determining which union represents the employees of a particular employer. In some jurisdictional disputes, however, minority unions strike to compel employers to deal with them despite a legal duty to bargain with the majority union. Strikes to compel an employer to violate the law are inexcusable. Legislation to prevent such strikes is clearly desirable. Another form of inter-union disagreement is the jurisdictional strike involving the question of which labor union is entitled to perform a particular task. When rival unions are unable to settle such disputes themselves, provision must be made for peaceful and binding determination of the issues.

A second unjustifiable practice is the secondary boycott, when used to further jurisdictional disputes or to compel employers to violate the National Labor Relations Act. Not all secondary boycotts are unjustified. We must judge them on the basis of their objectives. For example, boycotts intended to protect wage rates and working conditions should be distinguished from those in furtherance of jurisdictional disputes. The structure of industry sometimes requires unions, as a matter of self-preservation, to extend the conflict beyond a particular employer. There should be no blanket prohibition against boycotts. The appropriate goal is legislation which prohibits secondary boycotts in pursuance of unjustifiable objectives, but does not impair the union's right to preserve its own existence and the gains made in genuine collective bargaining.

A third practice that should be corrected is the use of economic force, by either labor or management, to decide issues arising out of the interpretation of existing contracts. Collective bargaining agreements, like other contracts, should be faithfully adhered to by both parties. In the most enlightened union-management relationships, disputes over the interpretation of contract terms are settled peacefully by negotiation or arbitration. Legislation should be enacted to provide machinery whereby unsettled disputes concerning the interpretation of an existing agreement may be referred by either party to final and binding arbitration.

Point number two is the extension of the facilities within the Department of Labor for assisting collective bargaining. One of our four difficulties in avoiding labor strife arises from a lack of order in the collective bargaining process. The parties often do not have a clear understanding of their responsibility for settling disputes through their own negotiations. We constantly see instances where labor or management resorts to economic force without exhausting the possibilities for agreement through the bargaining process. Neither the parties nor the government have a definite yardstick for determining when and how government assistance should be invoked. There is need for integrated governmental machinery to provide the successive steps of mediation, voluntary arbitration, and — ultimately in appropriate cases (*Continued on Page 73*)

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The Labor Relations Question

Statement of DR. LEO WOLMAN, Economist, Author and Professor on Labor Relations
at Columbia University, before Senate Committee on Labor and Public Welfare

THIS country has passed through about 15 years of experimentation with national labor policies and labor legislation. Beginning with the adoption of the Norris-LaGuardia Act in 1932, the major labor policies of the Federal Government were fixed in the terms of that law and of the Wagner Act of 1935, the court decisions of 1937 and thereafter which defined the scope of Federal powers, and the large volume of administrative findings, orders and decisions which applied the Wagner Act and public policies to specific situations. Whatever else may be said of this period, the record clearly demonstrates that the Administration, assisted and supported by the courts, showed little doubt as to what labor policy should be and how it should be enforced. Once the constitutional uncertainties were cleared away by the decisions of the United States Supreme Court, the National Labor Relations Board began to administer law with great vigor and singleness of purpose and in a surprisingly short period of time transformed our policies and methods of labor relations.

The purposes of these changes in law and public policy were clear. The specific and immediate purpose was to remove the obstacles in the way of the exercise by employees of the right of self-organization and collective bargaining. This objective became in practice the encouragement or promotion of trade unionism in general and of the national union in particular. Together with this immediate purpose, there was the larger objective of reducing or eliminating labor conflict or strikes and, more important still, stabilizing the national economy. As the preamble of the Wagner Act put it, the denial of the right to organize and to bargain collectively leads to strikes and "other forms of industrial strife or unrest," inequality of bargaining power between employers and employees "tends to aggravate recurrent business depressions," and the legal protection of the right to organize and bargain collectively "safeguards commerce from injury, impairment or interruption."

The immediate and specific purpose of our labor policy was accomplished swiftly and spectacularly. Even before our entry into the war, the majority of the basic industries of the country had been unionized and the balance was in the process of being unionized. Economic and political policies of the war expanded the union area still further. Although the unions lost considerable membership through the liquidation of war industries, they began promptly to make up their losses and at the end of the first year after the war their position in industry remained relatively unimpaired.

The meaning and significance of this development, which is at the root of our present and future labor problem, cannot be gathered from the statistical record alone. It is true that unions in this period multiplied their membership four or five-fold, raising it from around three to 12-15 millions. But the larger truth is that there are today few basic industries whose labor force is not controlled by

one national union or a combination of national unions. Employees in the soft and hard coal industries are controlled by the United Mine Workers, in other mining by the Mine Mill and Smelter Workers, on the railroads by more than 20 national unions, in trucking by the teamsters, in water transportation by the seamen, longshoremen and other unions, in steel and related metal industries by the United Steel Workers, in the electrical manufacturing industries by the Electrical and Radio Workers, in automobiles by the United Automobile Workers, in the farm implement industry by the U. A. W. and the Farm Implement Workers Union, in petroleum by the Oil Workers. The list can be easily extended and is constantly growing in the remaining unorganized industries and occupations.

The practical import of this change in the position of organized labor seems to me unmistakable. What it means is that one or more national unions now have the power to shut down indispensable industries and services in whole or in part or to determine what conditions are required to keep these industries and services running. It means also that unions, acting singly or in concert, can today paralyze the economic life of the country or dictate the terms on which they refrain from doing so.



Needless to say, this is an entirely novel situation in the United States. Widespread and prolonged strikes were always expensive. But there were alternative sources of supply to which the country could turn in an emergency for some relief. There were unorganized areas which, while part of an industry was strike-bound, were in the position to continue to produce. The number of such alternatives is being progressively diminished and the areas allowed to operate when one or more industries are on strike are shrinking steadily. Thus, in the last great steel strike, the union which initiated the strike, the United Steel Workers, saw to it that no steel plant, excepting what was still non-union, was allowed to operate. The result was total shutdown, the complete cutting off of the supply of steel.

This condition of labor organization can be described in many different ways, but, however it is described, it is a condition of effective, national monopoly. Whether or not it was the intention of public policy and labor legislation to create labor monopolies on this scale, that in fact was what our policy and law did create. They resulted in establishing within the basic industries of the country, strong labor monopolies, in some cases endowed with almost 100 per cent control.

In such arrangements, monopoly manifests itself not only



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through occasional shut-downs of entire industries but more particularly through the economic policies which, in time, come to dominate the organized industries. In fact, where monopoly has become firmly established it may prove unnecessary to resort to strikes since the goals can then be achieved peacefully by recognizing and acknowledging the monopoly's power. Once the monopoly is in the position to make its power felt, it engages in traditional practices of raising prices and restricting output. What this all amounts to is that the area of competition tends to be progressively limited and the influence of the checks which competition exerts on monopoly practices tends to be progressively lessened. In its more advanced stages, labor monopoly becomes converted into joint employer-union monopoly, as an increasing number of employers ceases opposing union demands and is ready to make unwarranted or unwise concessions for the sake of industrial peace.

Monopolistic Policies In Unions

The actual course of events in recent years confirms the reality of these trends. Although comparatively young and only recently in possession of industry-wide power, the leading national unions are diligently pursuing monopolistic policies. Their operations daily become more centralized. Local interests give way to national goals. Economic policies are fixed nationally regardless of local problems and local differences. Restrictive practices, which are part and parcel of monopoly behavior, are taking root and developing into a far-flung and effective means of reducing the quantity and quality of work.

Strikes have exhibited similar features. The small, sporadic, spontaneous strike has been replaced by the large premeditated, centrally-managed strike. It is called when and where it is likely to do the most damage not only to the employer or industry, but to the general public. The strategy is to bring the employer or industry to terms through attacks on the public, by disrupting essential services or withholding essential supplies. While such strikes may have received a popular mandate from the members of the union, they often bear the earmarks of carefully planned campaigns about which members have received little advance notice.

In any case, there seems little evidence that our accepted labor policies will reduce the frequency and intensity of labor conflict. To date the weight of evidence strongly contradicts the promises of the Wagner Act. Twice since 1935, during the labor troubles of 1936-37 and the strikes of 1945-46, the industry of this country has been disrupted and set back by large-scale labor trouble. The comparative peace which has prevailed since October, 1946, should not mislead us into thinking that the causes of strikes have been dissipated and that we are now on the threshold of a long period of industrial quiet and harmony. Whatever else may be at work on the present situation it should not be forgotten that the public reaction against last year's strikes, as disclosed by the results of the November elections, has had a sobering influence on the behavior of organized labor and has doubtless encouraged a policy of moderation, at least until the storm has blown over. It should also be borne in mind that many employers, reluctant or unwilling to accept responsibility for precipitating strikes, will make concessions in their labor negotiations which they consider economically unwise and unsound.

The 80th Congress, therefore, faces a labor problem of

large dimensions and long-term consequences. The heart of the problem is the rise of a private institution, the national union, which has the power to close up the country's basic industries, for longer or shorter periods of time, and to impose on the country arbitrary, monopolistic economic decisions. It is an institution, also, which is in the position to manage its internal affairs in an arbitrary manner and without adequate or effective provision for protecting the rights and privileges of its individual members.

It is clear today, though not many people in authority are willing to admit it, that it was not the goal of the public policy adopted some 12 years ago to create a series of private combinations of labor, capable of paralyzing the industry of the country, strong enough to force the adoption of uneconomic policies and practices, and in many respects indifferent to the genuine interests of its members as well as to the public interest.

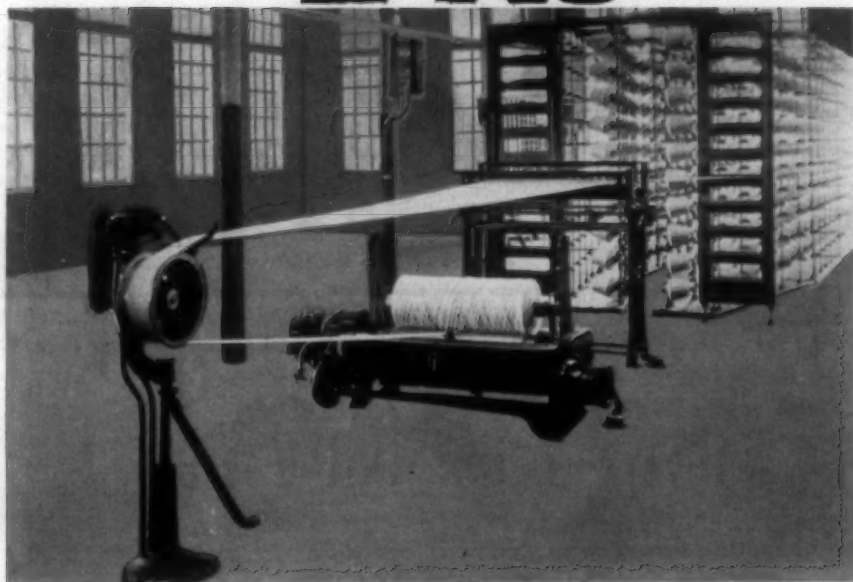
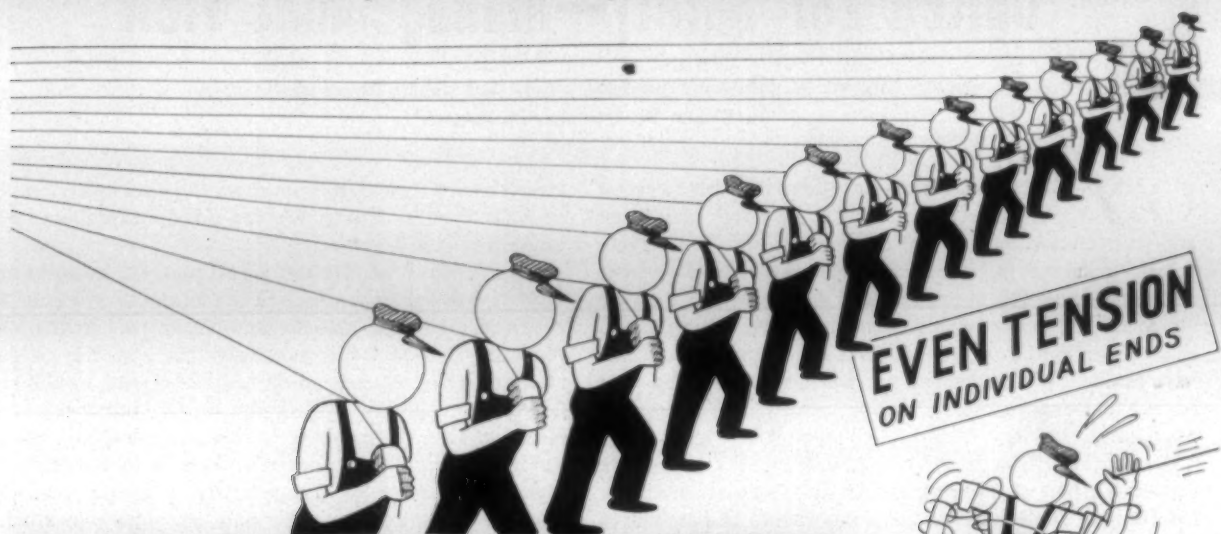
The fact that these developments did take place is a reflection on the legal foundation of our public policy and the manner in which the law of labor relations was defined and enforced. In the law there were two difficulties—the use of loose language to define subtle and complex behavior and the failure to require standards of conduct of unions as they were required of employers. Thus the law of labor relations recognized only one class of crimes—those committed by the employer—and only one class of criminals—the employers. The courts, therefore, taking their lead from the public policy of the latest law, began holding unions free from restrictions and inhibitions which seemed to apply to everyone else. So it came to pass that unions were not only deemed incapable of committing "unfair labor practices," but they were in time exempted from the anti-monopoly statutes and from the operation of ordinary laws which do no more than prohibit physical violence, coercion, and intimidation. This range of legal immunity naturally influenced the tactics and behavior of unions and was a potent force in the rapid growth of unionism and its accumulation of power.

Past Administration of Labor Law

The law suffered still more from the manner of its daily administration. Here, the officials charged with executing the law were so imbued with the justice of the law's purposes that they hastened to make its terms doubly effective. They found it difficult, and were rarely successful in their efforts, to act simultaneously as prosecutors and judges. Strengthened in their powers by the language of the statute and the latitude conferred by the courts on the authority of administrative agencies, they proved themselves unable or too shortsighted to employ self-restraint as a substitute for court review of their procedure and findings. The result was that unions ran amuck under the Wagner Act and did so without incurring any serious risks. They consequently gathered members and won recognition from the employers at a rate which would have been clearly impossible under a more moderate, objective, and fairer administration of the law.

As matters now stand, it seems to me plain that there lie before Congress only two alternative courses of action. The first course is to accept the existing status of unions and the part they play in labor relations, to retain the laws governing trade unions (notably the Norris-LaGuardia and Wagner Acts) substantially without amendment, and to continue to pursue the labor policy (*Continued on Page 74*)

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United For Safety—Management View

By W. W. HAARDT, Manager, Safety and Health Department
Forstmann Woolen Co., Passaic, N. J.

ONE of the weakest links in otherwise well-balanced safety progress often is found to be a lack of interest and co-operation on the part of workers. Wherever there is lack of interest in safety, you will find that workers have very little or nothing to say about it. Consequently, they are apt to fall easy prey to that common human failing which is expressed by the phrase: "Don't do anything you don't have to do." Working safely and being safety-minded does require the expenditure of a little effort, even though it need not be much.

Inasmuch as the majority of accidents result from unsafe acts on the part of workers, lack of interest may appear in the form of high accident frequency rates. Statistics over a period of three years at Forstmann Woolen Co. show that more than 80 per cent of all lost-time injuries are attributable to the unsafe acts of workers. This figure compares to similar statistics prepared on a nationwide basis by the National Safety Council. This does not necessarily mean that it is impossible to enjoy a successful low accident record without worker participation. However, the chances for a successful safety program are greatly improved when workers regularly take part in safety activities.

Forstmann Woolen Co. definitely feels that joint management and union participation in safety is a long stride forward in the direction of awakening employee interest, and consequently, co-operation. While this type of pro-

gram certainly is not an innovation, the joint safety program established at Forstmann Woolen Co. does combine several interesting new features.

Approximately a year and a half ago, the business manager of our union approached the company vice-president with the suggestion that the union take part in the safety program. The vice-president told him that the company safety program was beginning to achieve good results again despite a temporary set-back during the war years. As a matter of fact, the frequency rate was approaching the pre-war standard which was one of the best in the textile industry. Just prior to the war, the company had gone through an entire year with only one lost-time accident. Nevertheless, he would be very glad to have the union participate in company safety since he felt workers definitely should have voice in a program which concerned them so vitally as safety does, and active participation certainly would have a stimulating effect on worker interest. Furthermore, he said that he would like to see steps taken immediately to set up a joint safety council consisting of management and union representatives.

It was tentatively agreed that members of the new joint safety council should be chosen from among the five main divisions of the company, each division to be represented by one union member and one overseer. In selecting the council, union representatives (*Continued on Page 92*)

United For Safety—Labor Union View

By PAT STAUDT, Business Agent, Forstmann Local 656
Textile Workers Union of America, C. I. O.

OVER the past year, labor and management have demonstrated the value of co-operation in establishing a very worth-while safety program at Forstmann Woolen Co. This program was primarily planned for the greatest possible welfare of the worker and was set up by union and management working closely together, ironing out any differences that arose in a spirit of mutual co-operation and understanding.

As you all know, responsibility for the health and safety of a worker rests solely upon the employer. He is financially responsible for any accident in his plant. Besides his legal responsibility a good employer also assumes a moral responsibility. The T. W. U. A.-C. I. O. in the Passaic Valley is willing to share in that responsibility.

When a worker is hurt he suffers first from the physical pain, later a good deal of mental anguish if the injury is serious. A man who suffers a permanent disabling accident also loses the ability to earn a decent livelihood. His family suffers. Their standard of living is lowered and if he has children their chance for a good education is lost. That is

one of the reasons we in the union are interested in the safety of our members. We do not care to stop after we have gotten him a decent wage and fair working hours. Our responsibility should and does carry to his family and the community.

For too many years safety has been neglected by some unions and also by some companies. While we feel that accidents involving injury to workers often are the result of inadequately guarding or inadequate safety precautions we also realize that for the most part accidents are caused by the human element. The failure to remove a ring from your finger while at work is against all departmental safety rules. Yet many workers wear them and have to be warned of the danger involved. Failure to heed rules that advise against touching the blades on a shearing machine when it is in motion. Failure to observe proper lifting instructions. Case after case can be cited of injuries suffered by workers because the simple safety rules involved were disregarded.

The union is not at odds with management over what should be done to make the (*Continued on Page 98*)

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THE RIGHT TO WORK

By Hon. HOWARD W. SMITH of Virginia, Member of the House of Representatives

THE right to work, and to enjoy the fruits of work, is inalienably conferred on the people by our Constitution. It is a cherished birthright among the freedoms with which we, as a nation and as a people, are endowed in our way of life and our concept of individual enterprise. It is one of the most fundamental rights, as inherent as the Constitution itself. It is the law of God as well as the law of man.

This right, however, is being challenged and restricted through the closed shop. Sometimes, all too often, it is being wiped out. It is being curbed and nullified in a widening circle, not by the will of the people, or by the orderly process of law or by national emergency, but by bold conquest and aggression.

The right to work in this country has been seized upon for exploitation, for private gain and for ruthless advantage, by ambitious and irresponsible men operating in the name of labor unions. In substitution for the inalienable right to work they assert the "inviolable right to strike," and to prevent men from working.

Coming To Grips With Issue

We must come to grips with this issue and solve it. Our democracy is imperiled by gaunt and savage forces that sweep across the country in the name of unionism, leaving a trail of strikes, work stoppages, idle workers, broken homes and hungry families in industrial communities, and an economy and industrial structure that is torn and ripped by discord, recrimination and accusation.

This is not the way of life which the forefathers envisioned for America. It is not the pattern of human freedom on which they hoped to found a great nation and a mighty people. It is a threat and a danger to their every concept of freedom, liberty and happiness for the individual.

Yet, when we propose to do something about this matter we are met with the cries of "involuntary servitude" and the "denial of civil rights." These cries come from the very forces that have taken a stranglehold on the sinews and resources of the nation, and the strength and will of the people. They come from those who are reducing the people to an intolerable condition of slavery and subserviency, and who seek absolute domination and control over the economic life of the nation.

Labor legislation is imperative. It is a stern duty. The oligarchy of malevolent force that commands men to idleness in whimsical work stoppages, or to the permanent loss of jobs through "union displeasure," or from the communistic impulse to wreck and destroy, must be made amenable to the law. It is time to unfasten the fetters of an economic dictatorship that seeks to be a political dictatorship as well, and all too often is impregnated and indoctrinated with communism.

I was chairman of the select committee of the House which investigated the National Labor Relations Board in

1939. This committee recommended to the House a revision of the law pointed at correction of the abuses which then were most prevalent. These recommendations were incorporated in a bill, which in June, 1940, passed the House by a vote of exactly two to one. But the bill was pigeonholed and died in a Senate committee.

I propose again a revision of this act which will incorporate all of the amendments that were adopted by the House, and in addition, incorporate in the form of unfair labor practices by employees all those practices on the part of certain labor unions that have led to general public criticism and complaint and give rise to the deplorable condition in industrial relations that confronts this country. A new bill, H. R. 8, has been introduced in this session of Congress. I do not contend the bill does not need amendments, or that it is a complete solution for all of our difficulties, many of which cannot be solved by the enactment of law.

Labor legislation that is so necessary now, in my view, should be contained in one over-all, composite bill in the nature of a revision of the National Labor Relations Act, and it should recognize the obvious and transparent fact that unfair labor practices can originate with, and be committed by labor unions, as well as by employers. So long as they do not conflict with the law or with the paramount rights and interests of the public, labor unions should be protected in their right to bargain collectively and to pursue lawful activities in the attainment of their objectives.

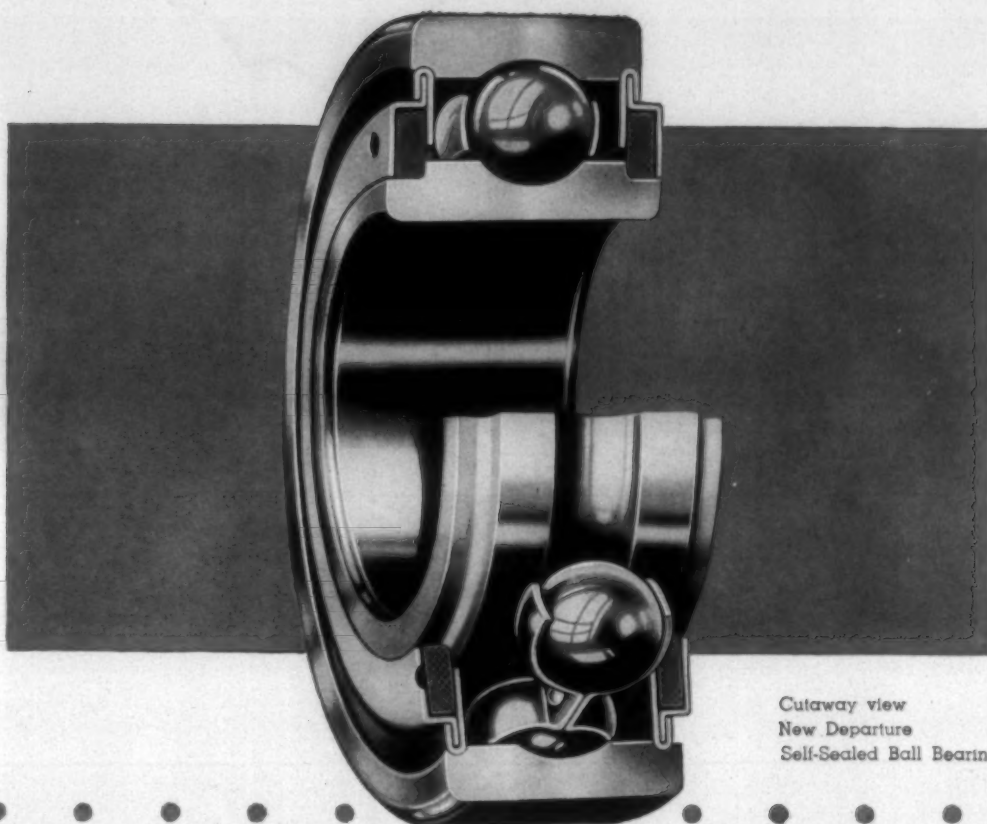
The National Labor Relations Act, the Norris-LaGuardia Act, and the Clayton Act, each and all, extend to labor unions, in the pursuit of their objectives, special privileges and exemptions that are not extended to other citizens. The theory of my bill is that these special privileges and protections should continue to be extended to labor unions so long as they conform to the policy laid down under the heading, in Section 8 (b), of unfair labor practices on the part of unions.

Only Penalty In Bill

The only penalty in this bill is that these special privileges and rights shall not be extended to those unions and those employees who persist in pursuing policies, and engaging in activities, which the Congress has declared in the law to be contrary to public policy, and not proper objectives to be protected by the act.

Just as we hear so much of the "inviolable right to strike," when an amendment to the National Labor Relations Act is proposed, no matter how mild it may be, there is immediately the cry that Congress must not enact punitive or repressive legislation. But legislation that goes to the root of this matter, and aims to serve the broad national interest, is not necessarily punitive or repressive merely because those who oppose it can and do shout louder and longer than those who advocate it.

For instance, in prohibition (*Continued on Page 104*)



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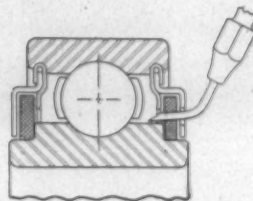
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**TEXTILE FABRICS AND YARNS
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Small Things Mean Much In Labor Relations

By R. A. C. RADCLIFFE

MEN like to have a personal interest taken in them. It gives them a proper feeling of worth and importance. They rarely think it interfering or impertinent. By taking a personal interest in each man, you get to know them as individuals and to understand them. This enables you to handle each man in the way best suited to his temperament and to fit him into the right job.

Knowing your men means, therefore, a number of things. Their names, of course. A small point, but important. Smith has not the least wish to be mistaken for Brown, and vice versa. It is hurting to a man's self-esteem to think that his superiors cannot remember his name. If you are really interested in your men as individuals, you will have no difficulty over this.

One cannot get the best value out of one's team unless one knows the individual ability of each man and uses him accordingly. Of course, if all the men are on the same work, then there is nothing that the leader can do to ensure that his square pegs are in the squarest holes possible, but where the men have a variety of different jobs to do the case is very different. Then the leader who knows what kind of job each of his men can do best will score every time over the leader who lacks that knowledge. It is important to realize that a man who is employed at a job that he can do well not only does the job well because of the fact, but also because he feels well on the job—and the converse is equally true. Men who have jobs beyond their abilities or below them are equally dissatisfied with their work.

Knowing where they worked before links up with the previous point about knowing their abilities. It is often a useful guide to tell you how they will work with you and how they will take your discipline. A man who has been badly handled in the past will, just like a horse, be difficult to handle now; it takes time, often a very long time, to remove old suspicions and old grievances.

If you are dealing with people from all over the country, a knowledge of where a man comes from will often be a good guide to his temperament. They are all very different in many ways and want handling differently. Even if they all come from the same locality, the street that a man lives in will sometimes tell you a bit about them, if you know the district, as it is your job to do.

Take an interest in the things your men do in their leisure time. Men are often far keener on their hobbies than on their work, because their hobbies are their own free choice. They like to talk about them to someone who is interested. If you can share an interest with a man, it gives you a bond of sympathy. A man's hobby is often, too, a guide to his character. For instances, a man whose hobby is fishing by the canal bank may be a quiet, patient sort of fellow, or one who does not get on well with other people, so likes to be on his own when possible.

Knowledge of the home background is valuable. No man will work his best if things are wrong at home. A man with an unhappy home will usually be a difficult man

to handle and vice versa. A sympathetic, understanding leader will often be able to see when one of his men is worried and help him with either a bit of sympathy or more practically. Most men appreciate their leader's friendly interest in their home affairs, provided always that the leader uses tact and keeps their confidence.

All this knowledge will help you to understand their different temperaments. One man, you will find, will want a lot of encouragement and praise to keep him up to the mark; another will like a joke cracked with him; while a third will take offense at the very same remark if made to him, and sulk. A fourth will be on the lazy side and will need a lot of driving before he will do his best, and a fifth will always work his very hardest and resent any effort to drive him. And so on.

No one man should, in fact, ever be treated just the same as another, and once again the leader who studies his men and knows their temperaments reaps his reward. Incidentally, a little elementary knowledge of psychology will help you, too. For instance, I suppose you all realize that men who are boastful and very cocky are often really very unsure of themselves and put on this bluff in consequence. If you can give those men real confidence they will cease to boast and be far happier.

A leader must be unselfish and the champion of his men. If he works for them they will, in turn, work for him. "Their welfare" may, of course, mean almost anything—anything that contributes to a man's fitness to work well and his happiness is concerned with his welfare. Health, accident prevention, canteen service, sport, entertainment, night classes, home troubles, pay problems are all welfare. Every leader must be interested in these matters and do what he can to help his men in every way about them. He must not leave it all to the welfare officer or personnel manager. They are, after all, your men, and if you want their loyalty and willing work you must let them see clearly that you are to do all you can for them.

Finally, keep a sense of humor and remember that a cheerful word or smile to a man at the right moment can work wonders with him.

Cannon Donates Books To Textile Library

Martin L. Cannon of Charlotte, N. C., who has retired from textile manufacturing after the sale of the Davidson (N. C.) Cotton Mills and Carolina Textile Corp. at Dillon and Hamer, S. C., has donated his library of textile books to the library of the North Carolina State College school of textiles. The library at the school of textiles was established through financial assistance given by the North Carolina Textile Foundation, Inc., and has received many donations of textile books and publications. The library is being used to a remarkable extent by textile students and at their request arrangements were made recently to keep it open five nights each week.



For Textile Mills!

Complete Portable Lubrication Department with New Electric High Pressure Pump

● Without exception, this new Alemite Lubrikart is one of the most popular Alemite developments in a decade.

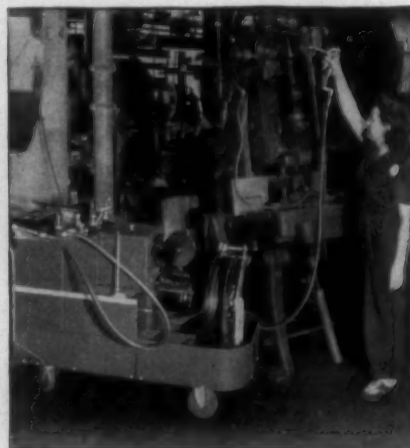
Here again is a typical example of how Alemite anticipates the needs of the textile industry in meeting its lubrication problems. For it is Alemite, and *only* Alemite, that provides the big 3 of lubrication—lubricants, lubricating equipment and methods of application—the prime requisites for safe, economical, positive lubrication. Alemite, 1897 Diversey Parkway, Chicago 14, Illinois.



Pushed like a perambulator, the new Alemite Lubrikart is designed for one person operation. Dimensions: 21" wide, 55 1/4" long, 39" high. Mounted on six-inch Bassick ball bearing casters. It is able to travel between rows of machines or anywhere in a plant where space is limited. It saves time because of less frequent returns to the oil storage room by the oiler.



High pressure lubrication is made available by simply plugging in the electric cord. The high pressure hose and electric cord are mounted on automatic spring return reels which permit freedom of operation 20 feet in any direction. The unit is also equipped with hand operated equipment for servicing hydraulic systems, oil reservoirs, gear housings and for filling oil cans and grease guns.



Positive lubrication is assured, neglect is ended because proper lubricants and equipment are brought to the point of use. The electric high pressure pump develops 4500 lbs. grease pressure. Other equipment includes hose reel, hose and hydraulic coupler; gear lube and oil containers; compartments for oil cans; space for fittings, tools, waste, etc. Write for complete details.



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1. EQUIPMENT 2. PROCEDURES 3. LUBRICANTS

MASTER MECHANICS' SECTION

Early Lighting In the Textile Industry

By JAMES T. MEADOR

THIS is an interview given the writer by W. A. Lawrence of Charlotte, N. C., who is shown at left. Mr. Lawrence was born in 1863 at Winston, N. C., and at the age of 24 started out as an electrician there. Affectionately known for many years best as "Colonel," he was the founder of the electrical maintenance service and repair industry of this section of the South, having spent a larger part of his efforts and life with cotton mills at a time when their greatest need was maintenance and repair service to keep their early electrical equipment in operation.



Along about 1885 to 1890, the only method of lighting in cotton mills, as well as other industrial plants, was by means of kerosene lamps mounted on posts by means of brackets or suspended from ceilings by wire or chain hangers. Quite frequently the old kerosene lanterns were used instead. These only had glass chimneys for protecting the surrounding lint-laden section of the mill from fire. The improvement on this old kerosene lamp in lighting systems was the development of the acetylene gas light, which consisted usually of a gas generating tank located outside of the mill in a special house, or enclosure, with pipe lines running to the various light locations in the mill. These had only glass globes, or chimneys, somewhat similar to the old kerosene lamps, to keep the surrounding lint from catching fire. Along about this time the automatic sprinklers came into application with such high insurance rates for this type lighting that the installation of the new enclosed incandescent electric lamp of the Edison type was justified.

As early as approximately 1885, a few mills of this section had arc lights scattered around, which required daily replacement of carbon electrodes, as well as a constant lookout for fire protection, inasmuch as these old lights had only glass globes, or chimneys, which offered very little protection to the surrounding lint as to fire hazards. The Fries Cotton Mills of Salem, N. C., was one of the plants of that period having this type of arc lighting.

The need for lighting at that time was brought about by the fact that almost all of the mills operated on one shift of 14 hours per day, starting at six o'clock in the morning and running until eight o'clock at night, with Saturday afternoon and Sunday off.

In contrasting this early cotton mill lighting with present day standards let us consider that the approximate light intensity could not have been over five footcandles maxi-

mum average, or two to three footcandles average for general lighting, as compared to such present-day intensities as 20 to 25 footcandles for card room, 25 to 35 footcandles for spinning room, and as high as 50 to 75 footcandles for weaving.

Lighting has become recognized as a tool of production, even as much so as the machine itself, inasmuch as the human element is required in the operation of the machine under visible conditions. In other words, with good light you get good production, poor light makes for poor production, and no light makes for no production.

In "Colonel" Lawrence's early days the Edison type lamps were replacing all of the other types of lighting sources for the reason that they had a number of advantages over the others—namely, lower fire insurance rates and more adaptable applications. That is, they could be arranged more to suit individual requirements in the mills and, if necessary, could be moved as desired with very little expense or effort. These incandescent lamps operated on direct current at 98 volts, with the machines being rated in amperes and numbers of lights and not kilowatts. The wiring systems consisted of open wiring on wooden cleats and with wooden rosettes for the lamp drops. The wire in these cases was what was known as white underwriter's insulated wire. Standard sockets were not used, but each manufacturer had lamp sockets for his own particular size of light bulb in such an arrangement as to require lamps of their own manufacture to be used in these sockets. These were used with drop cords and were of the brass shell, key type. This variation from standard was a contributing factor to the United States government later stepping in with the Bureau of Standards in order to regulate and standardize this industrial product. Some of these sockets were made by Edison Electric Co. of Newark, N. J., Brush Electric Co. of Cleveland, Ohio, Westinghouse Electric Co. of Pittsburgh, Pa., Thomas-Houston of Lynn, Mass., and National Electric Co. of Eau Claire, Wis.

No Fuses At Taps

There were no fuses at the taps from the mains to the branch circuits, inasmuch as fuses were only used back at the switchboard at the generator. Switches used were of wooden base construction with single-pole, copper knife-type, and were used only with incandescent lights. The switches used with arc lights were of the plug type with recessed mounting in the switchboard.

At the time "Colonel" Lawrence started out, Winston,

his home town, had electric arc lamps for street lighting, but the adjoining town of Salem did not. There was no commercial lighting at all except an occasional arc-type lamp in some of the larger stores and similar places, in addition to the few street lights in Winston. "Colonel" Lawrence had charge of the installation of the first of the incandescent lighting systems of Winston and this involved a generator, manufactured by Brush Electric Co., as well as a distribution system, including poles and outside wiring where necessary. The potential was 98 volts, direct current.

"Colonel" Lawrence then worked around a number of mills in this section installing the new type incandescent lighting, the principal one of which was the Odell Cotton Mill of Concord, N. C., which is now known as the Locke Cotton Mill. There he installed the lighting system for the whole mill which consisted of 300 lights supplied by a Brush generator called the Jumbo Machine, which was driven by a Ball high-speed engine and belted drive. The power in this mill was supplied by a compound Corliss steam engine. This represented one of the most advanced developments of cotton mill lighting in the South and particularly of this section, leading on to similar installations in other mills of this locality.



Mr. Lawrence's next mill requiring the installation of the incandescent lighting system was at Pacolet, S. C., known as the Pacolet Mfg. Co. and operated by the Montgomery family of Spartanburg. At this plant the lighting installation consisted of a 300-light generator, same as at Odell, operating at 98 volts and consisting of open wiring on wooden cleats in a manner similar to the above plant. As in the case of all the other incandescent jobs the carbon filament incandescent lamps, such as were manufactured by the Swan Electric Co. of Cleveland, Ohio, cost \$1.50 each. The average life of these lamps was approximately one year.

From that plant he was transferred to Cannon Mill No. 1 of Concord, N. C., for the installation of a lighting system in that plant. This consisted of a Brush generator of 80 lights capacity, also at 98 volts. From there he went to Big Falls, N. C., five miles from Burlington on the Haw River, which was a water power driven mill. This installation consisted of a 200 light capacity Brush generator, with the wiring system essentially the same as in the other plants. This generator was driven from the countershaft by a belt drive.

From there he went to Statesville, N. C., to make installation of the first city light plant of that city, which included both arc lamps for the street lighting and incandescent lamps for commercial and residential lighting. In March, 1889, "Colonel" Lawrence went to New York to the plant of the Hellgate Electric Co. where he dismantled the equipment of this plant and shipped it to Dahren, Maine, for street lighting service. His next job in that locality was that of the installation of a lighting dynamo on the cruiser *Boston* at the Brooklyn Navy Yard. From there he went to Danvers, Mass., and put in electric street lighting for the installation of two 25-lamp capacity arc lighting generators with distribution pole systems, as well

as complete installation of boiler plant, engine, etc. From there he went to Bangor, Me., for the installation of the largest generator for arc lighting that had yet been made, being of 150 arc lamp capacity and driven by water power. This also required the installation of all outside wiring, pole setting, etc. In Woonsocket, R. I., he was chief engineer of a light plant supplying incandescent lighting for woolen mills, cotton mills, and a few stores, etc., as well as arc lamps for street lighting.

"Colonel" Lawrence Returns South

From the North "Colonel" Lawrence came back South and went to Asheville, N. C., where he installed a lighting generator and system at the Oakland Heights Hotel. A 100 light Brush type generator was used and the wire was of the secret, or concealed type, with the wire being fastened down to the surface along which it was running or mounted by means of ordinary iron staples, such as we now use in fence construction, the wiring being Paragon rubber insulated and used with hard rubber tubes in going through joists, inasmuch as porcelain tubes had not been developed for such use. From there he went to the Biltmore House at Asheville, N. C., where a lighting system, consisting of 4,000 lamps, was installed, much the same as in the case of the Oakland Heights Hotel, and required two years of his time.

Then he went to Virginia Beach (Va.) Hotel to make an installation consisting of two generators, one for the arc lights around the hotel grounds and the other a Brush type generator for the incandescent lighting. These were driven by individual Ball high-speed steam engines from belt drives. This incandescent lighting generator was of the 300 light capacity and as the others operated at 98 volts. The incandescent lamps in this case, as in the others, were rated at 16 candlepower with the voltage being tested, not by instrument, but by eyesight, judging by the size of the filament when the power was on it and gauging the diameter of the glowing wire accordingly.

Thence to Granite Falls (N. C.) Cotton Mills for a 80-light system with generator. After this came the city of Greenville, S. C., for the installation of both arc and incandescent lights. The next stop was Henrietta (N. C.) Cotton Mills, where the installation consisted of a 200-light generator, Brush type, with Swan lamps and the conventional open wiring system.

Later he came to Charlotte and became connected with Standard Electric Co., doing work and trouble-shooting, repairing and rewinding motors, and doing maintenance service for cotton mills all around this section, as well as for the Charlotte Consolidated Construction Co., which was later bought out by Catawba Power Co., and subsequently became Duke Power Co.

After some time here he left to organize Hornet's Nest Electric Co., later selling his interest in this and operating his own business, known as Lawrence Electric Co. This was later sold to Armature Winding Co., an organization which he helped organize, and which is in existence to this day. In 1913 he organized Charlotte Electric Repair Co. and sold his interest in this to the Southern Electric Co. about 1924. Mr. Lawrence says he gets a great deal of satisfaction in reviewing the past 60 years with electrical industry of the South and seeing how this section has advanced its standing in industry to become one of the most modern operations in the world.

You Can SEE That It's ONLY the **SIDE** of a V-Belt

That Grips the Pulley and Gets the Wear!

Look at a V-Belt in its sheave and you see at once that the sides of the belt do all the gripping on the pulley and get all the wear against the sheave-groove wall.

Notice, too—it's the *sides* that pick up all the power delivered by the driver pulley. The sides *transmit* that power to the belt as a *whole*. And then, once more, it's the sides—and the sides *alone*—that grip the driven pulley and *deliver* the power to it.

That is why you have always noticed that the sidewall of the ordinary V-Belt is the part that wears out first.

—and Here Is How the
CONCAVE SIDE
★ **REDUCES Sidewall WEAR**
and Lengthens Belt Life!

Clearly, since the sidewall is the part that wears out first, anything that prolongs the life of the sidewall will lengthen the life of the belt.

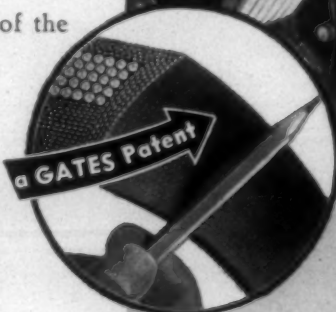
The simple diagrams on the right show exactly why the ordinary, straight-sided V-Belt gets excessive wear along the *middle* of the sides. They show also why the Patented Concave Side greatly reduces sidewall wear in Gates Vulco Ropes. That is the simple reason why your Gates Vulco Ropes are giving you so much longer service than any straight-sided V-Belts can possibly give.

★ More Important NOW That STRONGER Tension Members are Used

Now that Gates Specialized Research has resulted in V-Belts having much stronger tension members—tension members of Rayon Cords and Flexible Steel Cables, among others—the sidewall of the belt is often called upon to transmit to the pulley much heavier loads. Naturally, with heavier loading on the sidewall the life-prolonging Concave Side is more important today than ever before!

THE GATES RUBBER COMPANY Denver, U. S. A.
"World's Largest Maker of V-Belts"

DIAGRAM OF BELT
IN PULLEY GROOVE



Straight Sided
V-Belt



How Straight Sided
V-Belt Bulges
When Bending Around
Its Pulley



You can actually feel the bulging of a straight-sided V-Belt by holding the sides between your finger and thumb and then bending the belt. Naturally, this bulging produces excessive wear along the middle of the sidewall as indicated by arrows.

Gates V-Belt with
Patented Concave
Sidewall



Showing How Concave
Side of Gates V-Belt
Straightens to Make Perfect
Fit in Sheave Groove
When Belt Is Bending
Over Pulley



No Bulging against the sides of the sheave groove means that sidewall wear is evenly distributed over the full width of the sidewall—and that means much longer life for the belt!

473

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and Jobber Stocks

IN ALL INDUSTRIAL CENTERS

of the U. S. and
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textile bulletin

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The Wagner Act

The time has come for Congress to strip from the Wagner Act the interpretations which were written into same by New Deal members of the National Labor Relations Board who arbitrarily used their powers to give the C. I. O. and the A. F. of L. unfair and illegal advantages over industry.

Senator Wagner, the author of the Wagner Act, made certain statements when the consideration of his measure was before Congress but today takes a position which is entirely contrary to the assertion he made when seeking votes for his bill.

During the debate in the Senate he said:

It does not compel anyone to make a contract of any kind if no terms are arrived at that are satisfactory to him. The very essence of collective bargaining is that either party shall be free to withdraw if its conditions are not met.

Senator Wagner also said:

There is nothing in the bill which favors the closed shop. It provides merely that closed shop agreements may be made, but only in those states where they are now legal, by voluntary agreements between employers and employees.

The following letter appeared in the *New York Sun* in November, 1936:

To the Editor of *The Sun*—Sir: A recent editorial article in *The Sun* included the statement that the National Labor Relations Law, which I sponsored, required an employer "to sign an agreement compelling all workers in a plant unit to belong to a labor organization—when the organization is representative of a majority."

That statement is incorrect. The law does not require any employer to sign any agreement of any kind. Congress has no power to impose such a requirement. An agreement pre-supposes mutual consent. The law merely requires that an employer bargain collectively with his workers, which means that he shall receive their representatives and engage in a fair discussion, in the hope that

terms may be voluntarily agreed upon by both sides without recourse of strife.

The law does not under any circumstances require any employer to sign an agreement forcing any worker to join any union, whether it be a union representing the majority of his employees or not. On the contrary, it specifically makes it an unfair labor practice for an employer "by discrimination in regard to hire or tenure of employment or any term or condition of employment, to encourage or discourage membership in any labor organization." The law does permit a closed shop agreement, but only where it is voluntary on the part of both the employer and the majority of his employees. Voluntary closed shop agreements have long been in common use and upheld by the courts in many States of the Union, including New York.

I am well aware that there are many who sincerely doubt the wisdom of this statute, although it does no more than to protect a right recognized repeatedly by Congress, as well as by common law courts and not denied in principle by anyone—the simple right of the working man to make a free choice of any union or of no union.

ROBERT F. WAGNER.

United States Senate, Washington, Nov. 2, 1936.

Contrast these statements by the author of the Wagner Act with the interpretations written into same by members of the Labor Relations Board and the rulings handed down by them.

For instance, contrast Senator Wagner's statement with the "maintenance of membership" provision which originated with President Frank P. Graham of the University of North Carolina while a member of the Labor Board and which forces employers to discharge employees who of their own volition refuse to continue to pay dues to the union.

The first court decision upon the Wagner Act was by a two to one decision; the United States Circuit Court of Appeals, sitting in San Francisco, held that the National Labor Relations Act (the Wagner Law) was unconstitutional in its collective bargaining provisions.

The opinion, written by the presiding justice, Curtis D. Wilbur, former Secretary of the Navy, found that the act deprived the employer of the right freely to contract with his employees, that it coerced the employer and in effect destroyed the right of any individual or group of employees who may not belong to a union from entering into agreements with the employer, and that even if the act were narrowed to deal only with employers and employees actively engaged in interstate commerce there would still be a serious question as to whether or not it was a proper exercise of the Federal power.

Constitutionality of the Wagner Act was, however, sustained by the United States Supreme Court, after several radical New Dealers such as Senator Black had been added, in a five to four decision which included the following statement:

The Act does not compel agreements between employer and employees. It does not compel any agreement whatever.

Chief Justice Hughes, although he voted with the majority in the Wagner Act decision, said in his decision:

The act does not interfere with the normal exercise of the right of the employer to select his employees or to discharge them. The employer may not, under cover of that right, intimidate or coerce his employees with respect to their self-organization and representation, and on the other hand, the board is not entitled to make its authority a pretext for interference with the right to discharge when that right is exercised for other reasons than such intimidation and coercion.

The law in question goes no further than to safeguard the right of employees to self-organization and to select representatives of

their own choosing for collective bargaining or other mutual protection without restraint or coercion by their employer.

Nowhere does the Act itself or any statement by Senator Wagner or any court decision say that an employer was prohibited from talking, or writing, to his employees and urging them not to join the union.

Nowhere in the act is there a provision which forces an employer to discharge a competent employee solely because he ceased to pay dues to the union.

Chief Justice Hughes specifically stated that right to discharge employees, for reasons other than intimidation and coercion, remains with the employers, and yet employers who discharged employees for acts of violence have been forced to pay them wages for the entire time they were away from the mill.

The Wagner Act has operated under interpretations written into same by pro-labor members of labor boards instead of the provisions of the Act.

The time has now come for Congress to place upon the statute books a law which will be fair to both organized labor and industry and which will re-establish the right of workers to work without having to join a union or pay tribute to any person or organization.

The "right to work without joining a union," must be safeguarded as one of the basic principles of liberty and be on a par with the "right to work" for those who affiliate themselves with a union.

No corporation or individual should be permitted to refuse to employ or to discharge a worker because of membership in a union and, by the same token, no corporation or individual should deny employment to any individual because he refused to join a union or pay dues.

Congress must enact such legislation as will make it impossible for John L. Lewis to bring suffering and distress upon the people of the United States as an alternate to granting any demands which he, or others like him, decide to make.

Organized labor is making a great effort to "scare" the Republican Congress into believing that they will lose the 1948 election if they enact any legislation which the labor leaders oppose.

Members of Congress should remember the 1946 election and take note of the fact that 56 members of Congress, who, in an effort to please these same labor leaders, voted to sustain President Truman's veto of the Case Bill, went down in defeat.

The people of the United States desire legislation which will take away from organized labor the unfair advantages, which were not part of the Wagner Act but have been written therein by prejudiced members of the National Labor Relations Board and sustained by New Deal judges.

If this Congress shirks its duty and fails to correct existing labor laws, the Democrats will come back into power in 1949.

Tennessee Outlaws the Closed Shop

Tennessee's new law banning the closed shop, already affirmed by the Senate, passed the House on Feb. 19 by a vote of 64 to 25.

Its principal provisions are:

(1) It shall be unlawful for any person, firm, corporation or association of any kind to deny or attempt to deny employment to

any person by reason of such person's membership in, affiliation with, resignation from, or refusal to join or affiliate with any labor union or employee organization of any kind.

(2) It shall be unlawful for any person, firm, corporation or association of any kind to enter into any contract, combination or agreement, written or oral, providing for exclusion from unemployment of any person because of membership in, affiliation with, resignation from, or refusal to join or affiliate with any labor union or employee organization of any kind.

(3) It shall be unlawful for any person, firm, corporation or association of any kind to exclude from employment any person by reason of such person's payment of or failure to pay dues, fees, assessments, or other charges to any labor union or employee organization of any kind.

(4) The provisions of this act shall not apply to any lawful contract in force on the effective date of this act, but shall apply in all respects to contracts entered into thereafter, and to any renewal or extension of any existing contract.

(5) The penalty clause. Penalty would range from fines of \$100 to \$500, and jail sentences could be imposed up to 12 months, or both.

At Whose Expense?

The *Greensboro* (N. C.) *Daily News* noted recently, after the C. I. O. had lost an election at Mock, Judson, Voehringer, Inc., by a vote of 450 to 380:

The strike at Mock, Judson, Voehringer, Inc., cost the American Federation of Hosiery Workers, C. I. O., between \$60,000 and \$70,000, according to unofficial estimates given recently.

A later report places the loss to the workers and the union at \$250,000. The company estimated loss to workers at about \$20,000 a week and that a reasonable figure on the nine-week loss was approximately \$175,000.

John J. McCoy, second national vice-president of the A. F. H. W., set at \$73,000 the loss of the strike to the union.

While the C. I. O. did establish a commissary and give some food to the strikers, we doubt very much that the union spent even a third of the amount stated and it is certain that John J. McCoy and his assistants received their salaries and "expenses" in full.

The strike at Mock, Judson, Voehringer, Inc., was ill advised and was at the expense of the workers.

No C. I. O. Check-Offs in Georgia

Textile mills in North Carolina and South Carolina which, during contract negotiations with the C. I. O. have found them insistent upon both the closed shop and the check-off, will be surprised at a statement which was recently made by Charles H. Gillman, Georgia state director for the C. I. O.

The *Atlanta Journal* quotes Mr. Gillman as saying:

We have not one closed shop in this state and we have but one union shop. We have no union contracts which make it compulsory that a person be a member of the C. I. O. in order to obtain or hold a job. We have no contracts in Georgia calling for the compulsory check-off of union dues.

If Mr. Gillman has correctly stated the C. I. O. policy in Georgia, we fail to understand why the C. I. O. agents have adopted an entirely different policy in South Carolina, North Carolina and Virginia.

MILL NEWS

CONSTRUCTION. NEW EQUIPMENT. FINANCIAL REPORTS. CHARTERS. AWARDS. VILLAGE ACTIVITY. SALES AND PURCHASES

RALEIGH, N. C.—Jay Bee, Inc., with plant at 421 North Blount Street, has been incorporated for the purpose of manufacturing silk screen printed products. The firm is printing novelty designs on children's polo shirts and distributing them under the trade name of Tot Tee. Officers are J. B. Gaither, formerly of the New York City office of Cone Export & Commission Co., president; W. A. Thomason, Jr., formerly of Dan River Mills, Inc., Danville, Va., vice-president and sales manager; and H. C. Starling, secretary and treasurer.

ANNISTON, ALA.—Tape-Craft, Inc., which began production in July, 1946, is now manufacturing all types of cotton tapes and narrow fabrics, including tape, carpet binding and mattress tapes. At present the mill does no dyeing or finishing, but the plant is designed for installation of these facilities at a later date.

DALTON, GA.—Evans Mfg. Co., a pioneer in the chenille bedspread industry and the oldest chenille company operating in Dalton, suffered damages estimated at from \$90,000 to \$100,000 Feb. 10 when the plant was virtually destroyed by fire.

OPELIKA, ALA.—The new bleachery of Pepperell Mfg. Co. being constructed here is near completion and is expected to begin operations soon. The bleachery contains 150,000 square feet of floor space and represents an expenditure of \$3,000,000.

PITTSBORO, N. C.—Standard Hosiery Mills, Inc., began operations last month, employing about 50 persons. Eargle Euliss has been appointed plant manager.

LANCASTER, S. C.—Construction is scheduled to begin this month on 200 modern five-room brick homes for employees of the Lancaster unit of Springs Cotton Mills.

TALLADEGA, ALA.—A new corporation, Stretch-Tex Co., Inc., to manufacture elastic webbing, has been located here and operations are expected to begin next month. The new company is incorporated for \$150,000 with Leonard Roberts as president, Irwin Stark, vice-president; J. G. H. Morris, treasurer, and Lucien Lentz, secretary, all of Anniston, Ala.

LEXINGTON, N. C.—Erlanger Mills, Inc., recently received C. P. A. approval for an addition to its plant here to cost \$35,350. The addition to the Lexington plant is part of an \$800,000 expansion program planned by the company.

MCCORMICK, S. C.—Enough machinery has been installed at the new Deering-Milliken Woolen Spinning mill here to employ 100 people. Installation of new machinery will continue until more than 300 workers will be employed in three shifts daily. The new plant is 580 feet long and 200 feet wide and will have 20,000 spindles.

BUFORD, GA.—Chicopee Mfg. Co. of Georgia has leased a plant here in order to expand production of its Lumite plastic screen and fabrics. The new plant provides 35,000 square feet of floor space and approximately 250 persons will be employed when full production is reached. J. L. Hall of Cornelia has been named superintendent of

the new plant and Max Green of Gainesville was named office manager.

BYNUM, N. C.—The Tuftwick Corp. bedspread plant in Bynum, was completely destroyed by fire Feb. 14. The plant had been in operation only a few months and was housed in a brick building formerly occupied by the Bynum School. Amount of the loss was not disclosed but was expected to run into many thousands of dollars.

DAVIDSON, N. C.—Announcement was made Feb. 21 of the sale of Davidson Mills, Inc., to W. F. McCannless, George McCannless and H. N. Fairley, all of Salisbury, N. C.; Lupine Garceia of Monterey, Mexico, and Aaron Schindel of New York City. The mill has 14,000 spindles and dyeing facilities.

DALTON, GA.—A new chenille plant to be known as Bobbye-Anne Chenille, Inc., with home offices in Dalton and a factory at Fairmount, Ga., will be opened by Chester Underwood and E. D. Lacey. The plant will produce a variety of tufted items, including bedspreads, bath mats and robes. The new firm is a successor to Fairmount Mfg. Co., which Mr. Lacey operated for eight years. Mr. Underwood for the past eight months was associated with Evans Mfg. Co.

CHATTANOOGA, TENN.—Construction of the \$20,000,000 nylon yarn plant by E. I. du Pont de Nemours & Co. has been halted indefinitely due to labor difficulties.

WEEHAWKEN, N. J.—Israel Rogosin, president of Beannit Mills, Inc., which operates plants and mills at Cohoes, Utica and Fort Plain, N. Y.; Rockingham, Lowell, Kings Mountain and Statesville, N. C., and Beverly, N. J., announced recently that he will divide 20,000 shares of stock in his firm, valued at \$500,000, among 4,000 low-salaried employees. The stock will go to employees who have been with the company one year or more and who are earning \$3,000 a year or less.

TAYLORSVILLE, N. C.—Operations will start about April 1 at a new glove manufacturing plant of the Carolina Glove Co. of near Newton at Taylorsville, where the J. W. Abernethy interests have leased a building and are installing 50 machines. Canvas gloves will be made. Fifty to 60 persons will be employed at the beginning, and when other machines are available the size of the plant will be doubled.

NEWTON, N. C.—Among the manufacturing plants of this section to announce ten per cent wage increases recently were the Newton Rayon Mill here, Cascade Rayon Mill, the Syntex Corp., and Mooresville Mills, in Mooresville.

TAYLORSVILLE, N. C.—Hadley Mills Co. of New York has announced the purchase of 150 acres of land at the outskirts of Taylorsville and will soon start constructing a \$1,000,000 silk manufacturing plant. It is expected operations will start within seven months. The Alexander County school system will employ a vocational teacher next term to train high school students for this particular type of work, in order to supply the new mill with semi-skilled workers. Some 300 persons will be employed.

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Slip-Not Belt,
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cards with
75 h.p. motor,
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pivoted type
ceiling motor
base.

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of such drives
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tile mill.

Slip-Not Belts are uniform in thickness; they give maximum pulley contact with less slip, longer life and greater production.

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CABLE CORD

CARPET WARP

HAND WEAVING YARNS

SHELBY
NORTH CAROLINA

PERSONAL NEWS

W. R. Connelly, superintendent of Spindale (N. C.) Mills, Inc., has been appointed chairman of the Rutherford County Red Cross fund committee.

Oliver G. Murphy, production manager of Dixie Cotton Mill, LaGrange, Ga., has resigned from that position to accept the superintendency of Denison (Tex.) Cotton Mill.

George W. Marshall, Jr., has been appointed general sales manager of Asbestos Products Division of Raybestos-Manhattan, Inc. In his new position, Mr. Marshall will continue as general manager of the Asbestos Textile and Packing Division and in addition will direct the sales activities of the corporation's Equipment Sales Division. He will make his headquarters at the firm's Chicago offices.

R. Oakley Kennedy, recently retired vice-president of Cluett-Peabody & Co., has been elected a director of the board of the American Standards Association to serve a three-year term. Mr. Kennedy will represent general consumer interests on the board.

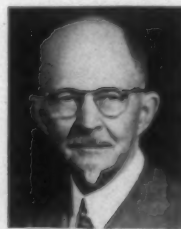
Ben G. Micham, who until recently was overseer of weaving at DuCourt Mills, Inc., Kings Mountain, N. C., is now overseer of weaving at the Hoskins Plant of Textron Southern, Inc., Charlotte, N. C.

Jackson A. Woodruff and Harry F. Creggan have been appointed divisional heads of the textile research department of American Viscose Corp., Marcus Hook, Pa. Mr. Woodruff, formerly in charge of the laboratory for research in dyeing and finishing, has been named head of the department's textile development laboratories. Mr. Creggan, who joined the department in 1942 and was formerly assistant head of the dyeing and finishing division, has been appointed head of the division. He replaces James A. Hopwood, now associated with Colonial Mills, Clarksville, Va.

C. R. Gardner, assistant superintendent of the Ridge plant of Textiles, Inc., Gastonia, N. C., has also been appointed assistant superintendent of the Myers plant. . . . Charles Windham, assistant superintendent of the Myrtle plant of Textiles, Inc., has been promoted to the same position at the Hanover, Pinkney and Rankin plants of Textiles, Inc. He succeeds George Grice, resigned.

Sam Boyd of Mooresville, N. C., has accepted the position of superintendent of Randleman (N. C.) Mills, Inc.

S. Walter Batty, below, at left, recently was appointed advertising manager of Draper Corp., Hopedale, Mass., succeeding William H. Chase, right. Associated with Draper since May, 1911, Mr. Batty is the fourth advertising manager to be appointed



by Draper since 1889. Mr. Chase has been made director of advertising and will remain with the company in an advisory capacity. He has been associated with Draper since 1904.

L. M. Morley has been elected a vice-president of Minneapolis-Honeywell Regulator Co., Minneapolis, Minn. Mr. Morley, vice-president in charge of sales for Brown Instrument Co., Philadelphia, Pa., a Honeywell subsidiary, will continue to supervise sales of the industrial control devices made by the Brown division.

J. Harold Lineberger, textile executive of Belmont, N. C., has been appointed to the board of Sonoco Products Co., Hartsville, S. C.

W. A. Wolhar, formerly superintendent of finishing at Rosemary Mfg. Co., Roanoke Rapids, N. C., has resigned his position as general manager of the finishing plant of Springs Cotton Mills, Lancaster, S. C., to become associated with Consos, Inc., Charlotte, N. C., in the sales of dyestuffs and chemicals. Mr. Wolhar will serve as technical advisor to finishing plants.

David R. Johnston, son of R. Horace Johnston, president of Johnston Mfg. Co., Charlotte, N. C., recently was married to Alice Walker Grier of Statesville, N. C.

Harold N. Hill has been appointed superintendent of industrial lubricating sales for the Atlanta, Ga., division of Gulf Oil Corp. In his new capacity, Mr. Hill will assist in directing sales of the complete line of Gulf industrial products throughout the division territory, embracing the Carolinas, Georgia and Florida.

Dr. Herschel H. Cudd, research specialist for West Point (Ga.) Mfg. Co., has been named chairman of the Georgia section of

the American Chemical Society. Dr. Charles T. Lester and Dr. L. W. Blitch, both of Emory University, Atlanta, Ga., were named vice-chairman and secretary-treasurer, respectively. Elected to the A. C. S. national council were Dr. Sam Guy and Dr. O. R. Quayle of Emory University and Dr. H. R. Friedman of Zep Mfg. Co., Atlanta.

Harry L. Dalton of Charlotte, N. C., recently was appointed director of public relations of American Viscose Corp. He was formerly Southern sales director for Viscose, being named to that position about a year ago at which time he also became a member of the corporation's directorate. In his new position he will continue to maintain his headquarters in Charlotte. Mr. Dalton, who joined Viscose in 1933, is also a director of R. S. Dickson & Co., securities dealer, Wachovia Bank & Trust Co., and Carlton Yarn Mills of Cherryville, N. C.

A. R. Cobb, superintendent of Gambrell & Melville Mills Co., Bessemer City, N. C., has been promoted to director of operations of the mill. J. V. Tarpley, assistant superintendent, has been advanced to superintendent.

A. R. Hough has been appointed a Southern sales representative for Reliance Electric & Engineering Co., Cleveland, Ohio, with headquarters in Knoxville, Tenn. He succeeds Arthur L. Pollard. In his new duties, Mr. Hough will represent, besides Reliance, Weston Electrical Instrument Corp., Newark, N. J.; Meriam Instrument Co., Cleveland; Cornell Dubilier Electric Corp., power factor improvement division, South Plainfield, N. J.; and Superior Electric Co., Bristol, Conn.

OBITUARY

Harmon O. Nelson, 67, for many years head of the engineering department of Whitin Machine Works, Whitinsville, Mass., died Feb. 11. He is survived by his wife, a son and a daughter.

Charles F. Marble, 82, died Feb. 7 at his home at Worcester, Mass. He was associated with Curtis & Marble Co., textile machinery, since 1886, holding the position of treasurer. Survivors are a daughter and a son.

Claude B. Iler, 52, Southern manager of Keever Starch Co. and widely known in textile circles, died Feb. 18 at Greenville, S. C. He is survived by his wife and a son. Funeral services were held Feb. 20 at Greenville, with interment there.

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EQUIPMENT — SUPPLIES — LITERATURE

Index To O. T. S. Reports Is Available To Industry

A comprehensive index guide to the tens of thousands of reports on wartime technological developments in the United States, Germany, and other countries has been prepared by the Office of Technical Services, Department of Commerce. The index is intended for use with O. T. S.' weekly *Bibliography of Scientific and Industrial Reports*. Published weekly since January, 1946, the *Bibliography* lists all reports acquired by O. T. S. and contains a brief abstract of each. The new *Index to the Bibliography of Scientific and Industrial Reports* contains about 45,000 cross reference entries classified under major headings. Each entry lists the file number of the report and refers to the page number of the *Bibliography* on which an abstract of the report appears. With the *Index* and a file of the *Bibliography* at hand, a researcher may readily determine the number of reports available from O. T. S. in a special subject field and examine the abstracts.

The first volume of the *Index* covers the first issues of the *Bibliography* from Jan. 11, 1946, through June 28, 1946. Future volumes of the *Index* will cover quarterly periods. The second volume is now in preparation. The *Index to the Bibliography of Scientific and Industrial Reports* may be purchased from the Superintendent of Documents at 50 cents a copy. The weekly issues of the *Bibliography* itself (not including the *Index*) are available from the same source at a subscription cost of \$10 a year. Subscribers to the *Bibliography* must purchase the *Index* separately.

Expansion Program Set By Reichhold Chemicals

A five-year, \$5,000,000 expansion program, with immediate construction of a chemical color and pigment plant, will be undertaken by Reichhold Chemicals, Inc., Tuscaloosa, Ala. Approximately \$1,000,000 will be spent each year on construction and equipment during the period. The expansion

will treble the size, output and payroll of Reichhold Chemicals. The company has purchased a 565-acre tract adjacent to the phenol plant at Tuscaloosa and grading and foundation work for new installations are underway.

New Electro-Rod Model Is Product of Spartan Tool

Spartan Tool Co., Chicago, Ill., has announced a new and improved model of the Electro-Rod, a machine for cleaning clogged waste pipes, humidifier lines and sewers. (See cut.) This machine, which has been in use for two years in a large number of textile mills throughout the country, is capable of cleaning all lines from one-inch to four inches and out to 100 feet.



The cable on the Electro-Rod turns at a speed of 300 r. p. m. as compared with a speed of approximately 30 r. p. m. on hand-operated machines. The manufacturer points out that a special chuck does away with the nuisance of set screws and permits the operator to take a fresh bite on the cable without stopping the motor. It is claimed that the short bite and the position of the operator makes cables last longer.

Spartan Tool Co. also manufactures a large machine for cleaning out stoppages, including roots, in sewer lines up to eight inches. Early deliveries are promised on both models.

Bearing Engineering Data In New Torrington Manual

The Torrington Co., Bantam Bearings Division, South Bend 21, Ind., has published a new 168-page manual, No. 15, a combined engineering and application data reference volume for ball radial, ball reciprocating, radial roller, taper roller, and thrust bearings. This manual completes a series of three volumes published by the Torrington Co. to provide full bearing engineering data and, at the same time, to furnish an authoritative guide in the proper selection of suitable anti-friction bearings for all types of applications.

Others previously issued in the series, include the 153-page catalog, No. 32, *Torrington Needle Bearings, Engineering and Application Data*, and bulletin, No. 200, *Self-Aligning Spherical Roller Bearings*. An attractive leatherette ring binder is provided with manual No. 15, in order that engineering vice-presidents, chief engineers, chief draftsmen and similar executives can combine the three volumes and thus have a handily indexed and complete reference work of anti-friction bearing information.

The new manual, No. 15, is thoroughly up-to-date, including an AFB MA method of numbering which facilitates recognition of bearing type and size readily. A copy of the manual, along with the leatherette ring binder in the series, will be forwarded at the request of authorized engineering executives upon company stationery.

Robinette Introduces Motron As Practical Control System

The Motron (Servo Model 61A) is described by its manufacturer, W. C. Robinette Co., South Pasadena, Cal., as a packaged continuous-balance control system of practical infinite sensitivity that can be applied to the automatic control or regulation of a large variety of practical problems to eliminate the need of human supervision. Several miniature vacuum tubes directly control, without circuit-breaking

contractors, the speed and direction of a standard 1/15 horsepower induction motor, which can be used to control other larger power sources.

The input-dial is mounted on selected precision instrument ball bearings and may be rotated by extremely small forces, such as electrical meter movements, pressure gages, flow gages, nylon or silk filaments, precision weighing balances, miniature motors and repeaters, synchronous electric clocks, wet paper fibers, air vanes and metal bellows.

The input-dial controls either the velocity or position of the motor to very accurate limits. The velocity in either direction may be limited from zero to maximum independent of input-dial setting, so that hunting instability can never occur. The motor may actuate any device or mechanism (with 33-75 in.-lb. torque, 0-29 r. p. m.) that controls the process, state or condition that is measured on the input-dial, thus controlling and regulating the process. Alternately the motor may act as a torque amplifier or remote positioning agent. Since the motor velocity (not torque) is controlled, load change or complete loss of load cannot cause instability.

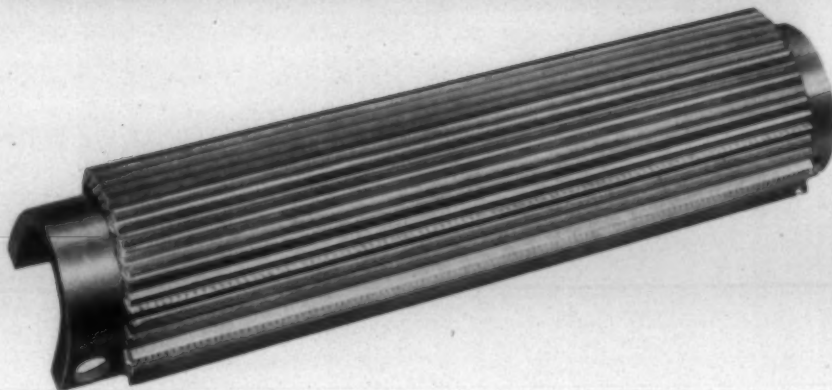
The 61 A Servo is designed for short time-constant systems and is usually capable of great sensitivity, 15/100 of one per cent to 3/100 of one per cent. Electronic components are in a replaceable plug-in can for instant servicing.

Informative Booklets Are Issued By Chemical Firm

Organic Nitrogen Compounds, a new 31-page booklet published by Carbide and Carbon Chemicals Corp., a unit of Union Carbide and Carbon Corp., presents in detail the properties, specifications, and uses of the alkyl amines, alkylene amines, alkanolamines, and acetoacetylarnides. In chart form it gives their physical constants, comparative hygroscopicities, and neutralization curves. These compounds are used by various industries for many purposes such as emulsifying, neutralizing, synthesizing, dissolving, and saponifying.

Another new booklet, *Organic Chlorine Compounds*, presenting the latest data on 12 chlorinated compounds, industrially important as solvents, fumigants and chemical intermediates, also has just been published by Carbide and Carbon Chemicals Corp. It is one of a

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The repairing and reneedling of half laps and top combs is an essential and important part of machinery maintenance. . . Your confidence and business is just as important to us.

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Serving the South since 1914



Shop grime clogs pores, irritates the skin. Ordinary toilet soaps can't remove it. Pastes containing harsh abrasives scratch the skin, may open the way for bacterial invasion.

HI-SUDS prophylactic cleaner works safely, gently on the toughest shop grime—on cutting oil. A cream-colored powder, soft to the touch, HI-SUDS is adaptable to both shop and office use.

Just a little HI-SUDS on hands first immersed in either hard or soft water can be worked up instantly into a rich, fluffy lather. As it's massaged into the skin, detergent and absorbent ingredients go to work on grime . . . a quick rinse and that's all there is to this modern, pleasant clean-up job!

You buy HI-SUDS by the pound but it's used by volume—and it bulks big. DOLGE offers a choice of sturdy, attractive dispensers. See your Dolge Service Man and write for the booklet, "Stop Dermatitis."

HI-SUDS

The C. B. DOLGE CO.
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series of publications on the various groups of aliphatic organic chemicals. Information is given on the properties and uses, specifications, solubilities, comparative stability to reducing and oxidizing agents, and constant boiling mixtures. The booklet also contains charts showing the variation of certain properties with respect to temperature. A comprehensive bibliography is also included. This publication will prove a useful reference source for research chemists, laboratory technicians and purchasing agents. Copies may be obtained by writing to Carbide and Carbon Chemicals Corp., 30 East 42nd Street, New York 17, N. Y., and asking for Forms 4770 and 4769.

Textile Research Institute Plans Book On Microscopy

Textile Microscopy in Germany, a 200-page cloth-bound book, was scheduled for publication by Textile Research Institute, Inc., provided enough orders had been received by Feb. 17 to make the venture practical. The book will be compiled from reports on German microscopy made by textile teams for the Office of the Quartermaster General. The publication would be significant, it is said, because of the leading role played by German microscopists and because of photomicrographs of wool and other animal fibers, data on physical properties of fibers, and 700 photomicrographs of fibers.

New Catalog Describes Duriron Co. Products

A new 20-page general bulletin recently published by the Duriron Co., Inc., of Dayton, Ohio, gives a general description of each type of corrosion-resisting equipment provided by the company. This new general catalog supersedes all general catalogs published by the company and includes information on new alloys and equipment recently developed. It also contains a list of processes in various industries in which Durco equipment handles chemical corrosives. The bulletin describes the production facilities of the company and explains the composition and applications of Duriron, Durichlor, Durimet and Chlorimet, the main corrosion-resisting alloys of which the company's products are made.

Durco equipment described in the bulletin includes: Model 40 Durco-pumps; Durco valves of many types, including plug, Y, check, angle, float,

relief and mechanically operated models; the new Durco 4H and 4C heat exchangers; Durco split-flanged pipe and fittings; bell-and-spigot pipe and fittings; mixing nozzles; steam jets; immersion tubes; ejectors, tank outlets; kettles; tanks; exhaust fans; sinks, bowles, strainers, traps and kjeldahl digestion and wet-ashing equipment. Catalog, General Catalog H, is available without obligation from the Duriron Co., Inc., Dayton 1, Ohio.

Elwell-Parker Catalog Illustrates 1947 Models

Elwell-Parker Electric Co., Cleveland, Ohio, builder of power industrial trucks and cranes, has issued a new catalog of basic models for 1947. Illustrated, with principal specifications, are 31 models including low-lift, with and without crane units; high-lift platform trucks; fork-type; cranes; stationary-bed load carriers and tractors. They are available with either electric or gas-electric power. Illustrated also are fork-type trucks equipped with some of the modern interchangeable devices such as rotating roll-handlers and rams. The complete line provides engineered equipment for practically every materials handling job within the field of industrial trucks and cranes. Copies are available from Elwell-Parker Electric Co., Cleveland, or its agents in principal cities.

Duriron Issues Bulletin On Durco Anti-Fume Fans

A new 12-page bulletin on Durco corrosion-resistant fans for exhausting acid and other corrosive fumes has just been published by Duriron Co., Inc., Dayton, Ohio, and is available on request. The bulletin gives complete engineering data, including dimensions and capacities of the five standard sizes of fans made by the company. A description of Duriron, Durichlor and Durimet, the special Durco corrosion-resisting alloys of which the fans can be built, is included. The booklet points out that the alloy used in constructing each unit depends upon the type of corrosive service it will encounter. Some of the typical applications for the fans are shown by drawings in the bulletin, which also includes information on the type of drives used, as well as Durco hood outlets, bell end adapters and Durco drip traps. In addition complete in-

structions are given on how to specify, how to select and how to order the correct Durco fan for a particular application.

New Allen Catalog Lists Latest Warping Machinery

The Allen Co. of New Bedford, Mass., recently released for the industry its latest catalog on wooden beam heads, warper beams and warping machinery for all kinds of fibers. The catalog, which is attractively bound, contains 62 pages and many illustrations and charts showing in detail the improvements and innovations in the company's products. In the charts every part of a machine is clearly illustrated and is supplemented by a part number as a convenience for ordering repair parts.

New Synthetic Detergent Is Developed By Dexter

A synthetic detergent for use on delicate shades, Strodex D, has been developed by the textile chemical division of Dexter Chemical Corp. of New York City. Strodex D is described as a

smooth, cream-colored paste, readily soluble in water at 120 to 125 degrees. For scouring, its range is termed wider than that of soap, which in some cases it can replace. Its resistance to hard water, acids, alkalies and salts is said to be high and it is easily rinsible. No more is used in hard than in soft water, it is claimed, and when used in hard water, no scum forms and no precipitation appears. It is stable enough to be used in solutions of oxidizing agents, according to a statement from the Dexter laboratory.

Catalog of New Products Issued By Business Journal

Over 850 innovations, the latest products being marketed by 627 firms this year, are described in the 1947 edition of *New Products and Services*, a new 64-page booklet just published by *New York Journal of Commerce*. Complete with names and addresses of manufacturers and an index of manufacturers and products, it provides an opportunity for both businessmen and consumers alike to find out what is new in industry and in the markets of the world. Copies of this new study,

the second on post-war innovations issued by the business newspaper, can be obtained from *New York Journal of Commerce*, 63 Park Row, New York 15, N. Y., at 50 cents each.

New Dictionary Offered By Chemical Publishing Co.

Publication of the *Concise Chemical and Technical Dictionary*, a 1,120-page book that interprets modern progress in chemistry, science and technology, has been announced by Chemical Publishing Co., Inc., 26 Court Street, Brooklyn, N. Y. Many people in the business world, manufacturers of all commodities, not conversant with the various technical expressions so freely used today, will find quick answers to many questions in this book which will save much time and effort for those lacking a technical education. Chemical Publishing Co. also recently issued its new 1947 catalog. Librarians, technical and scientific workers will find this catalog especially useful as it conforms with many of their specific needs in listing the date of publication of each book, as well as price, number of pages, descriptions and full table of

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- WORSTED
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of these
fibers

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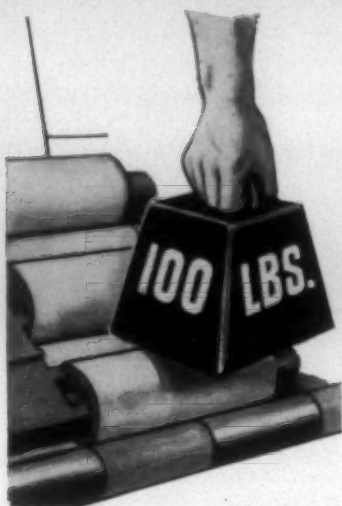
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Repr. for New England: Frank T. Sweeney & Co., Inc., Malden, Mass.



ONE WAY TO SLOW DOWN YOUR TOP ROLLS

Another way is to continue to use spinning and roving saddles that are badly worn. In either case the result is poor quality yarn.

Saddles should be inspected at regular intervals. Even the best won't wear forever and worn saddles will not only slow down your top rolls, but will also wear them. In addition, proper weight ratios will not be maintained.

Replace with DIXON saddles.

"IT COSTS SO LITTLE AND SAVES SO MUCH"

JUMP SADDLE TO WEIGHT FRONT and BACK ROLLS ONLY

DIXON LUBRICATING SADDLE CO.
Established 1876
BRISTOL, RHODE ISLAND, U. S. A.

Sole Manufacturers of
DIXON
LUBRICATING SADDLES

contents. A free copy of the new catalog will be supplied on written request to the company.

A. S. T. M. Offers Paper On Textile Testing In Germany

Textile Testing in Germany, a condensed report of the findings of a team of American scientists who spent considerable time in Europe, is being offered to the industry by the American Society for Testing Materials. The report, which was presented at the October, 1946, Committee D-13 meeting of the society in New York was prepared by Herbert F. Schiefer, senior physicist of the National Bureau of Standards; Lyman Fourt, research associate of Milton Harris Assoc.; and Richard T. Kropf, director of research. Belding, Heminway, Corticelli Co. Material covered in the report includes fiber testing, yarn testing, continuous yarn testing, fabric testing, abrasion testing, flexing-endurance testing, spinning tests, measurements on staple, shrinkage and creping measurements, swelling, testing the warmth of fabrics, testing the effect of cloth surface on the sensation of warmth and German standards organizations. In addition to details and descriptions of the above topics, the paper includes numerous illustrations of the machines covered, thus affording an excellent conception of the equipment. Copies may be obtained, at a small fee, from A. S. T. M. Headquarters, 1916 Race Street, Philadelphia 3, Pa.

Reports Present Survey Of Various Vacation Plans

A study and analysis of the vacation plans of 224 leading firms in the United States and Canada has revealed that since the war the trend has been to liberalized vacation privileges for office and industrial workers. The study was made by the policyholders service bureau of Metropolitan Life Insurance Co., and the results have just been published in two reports entitled *Vacations for Industrial Workers* and *Vacations for Office Workers*. Designed to assist executives of the Metropolitan's group policyholder companies who are setting up new vacation plans or revising old plans, the reports point out the increasing tendency of employers to regard vacations as a reward for work faithfully performed in the past, as well as a period of rest and recuperation for

the work that lies ahead. Covered by the reports are such points as: company policies; types of plans; provisions of plans, such as length of vacation, service requirements, and methods of calculating both the vacation pay and the minimum work requirements during the preceding year; assignment of vacations to individuals, and methods of announcing vacation plans to employees. The reports also cover a number of special points, all of them designed to assist executives in setting up fair and equitable vacation plans for all employees as part of a long-range personnel relations program. Copies of these reports are available to executives who request them on their business stationary. Address Policyholders Service Bureau, Metropolitan Life Insurance Co., 1 Madison Avenue, New York 10, N. Y.

Hall and Liles Brochure Shows Industry's Changes

Changing Attitudes in Industry is the title of a forthcoming brochure published by Hall and Liles, management consultants. The brochure makes a fresh approach to two of industry's immediate problems — increased production and better employee relations. According to Hall and Liles, better production is usually dependent upon both employees and management taking a new attitude toward production problems. To make this possible, specialized programs have been worked out for a number of leading industrial organizations. A description of these programs and the results obtained are contained in the brochure, which is available from Hall and Liles, National Bank Bldg., Detroit, Mich.

Techtmann Distributing New Steam Humidifier

Techtmann Industries of Milwaukee, Wis., national distributor, has announced the development of the Humid-O-Matic steam humidifier, manufactured by the Skilbeck Mfg. Co. The Humid-O-Matic will diffuse up to 20 gallons of water in 24 hours with five-pound pressure, it is claimed, while a larger model diffuses up to 100 gallons. The Humid-O-Matic prevents air from entering the system when steam pressure drops below atmospheric pressure point, it is said, and shuts off when condensate cannot return fast enough to prevent overflow.

ing. Simple to install, the new humidifier automatically controls humidity at the desired percentage during heating season and is operatable on one to ten pounds pressure.

Pigment Color Printing Described In Bulletin

Printing with pigment colors is described in the newly-revised Bulletin P-1, *Printing With Aridye Pigment Colors—400 Series*, recently issued by Interchemical Corp., Textile Colors Division, Box 357, Fair Lawn, N. J. Included in this bulletin is information on the advantages of Aridye pigment colors, preparation of printing emulsions, properties of solvents, storage and handling of colors and clears, printing procedures, drying and curing, fastness properties, and other details on printing with pigmented emulsions of the water-in-oil type.

Department of Commerce Offers New Magazine

The first issue of *Federal Science Progress*, a new monthly magazine covering the field of government-sponsored scientific and technological research,

made its appearance Jan. 7. Published by the Office of Technical Services, Department of Commerce, the new magazine is edited for businessmen rather than the technically trained reader. Physically the magazine is approximately nine by 11 inches in size and 48 pages long. Extensive use is made of photographs and other illustrations, both black-and-white and two-color. Single copies of the magazine and annual subscriptions are available through the Superintendent of Documents, Washington 25, D. C.

Claim Better Performance For Improved Tachometer

A new development in O-Z stationary tachometers, featuring a new construction of pendulum and indicating mechanism which has resulted in greatly enhanced performance, has been brought to the attention of the industry by O. Zernickow Co. of New York City. Among the advantages claimed for the improved tachometer are free running to an almost unbelievable degree, greater sensitiveness to speed fluctuations without lag, elimination of all flutter or hunting of hand, greater accuracy and longer life. It is also said

to be unaffected by magnetic fields, electricity and changes in temperature or moisture.

Fafnir Bearing Co. Opens Warehouse In Charlotte

Fafnir Bearing Co. of New Britain, Conn., which supplies ball bearings used in modernized textile equipment, is now established in its new branch office and warehouse located at 223 South Mint Street, Charlotte, N. C. This new branch brings to a total of 19 the number of Fafnir warehouses throughout the country, other cities in the South with Fafnir warehouse-branches being Atlanta, Ga., Memphis, Tenn., and Dallas, Tex. Stanley D. Berg, widely known Fafnir veteran of many years of service, who had previously carried on sales activities from his home in Charlotte, is manager of the recently-opened branch.

Veeder-Root Is Host At Extension Opening

More than 4,000 employees, customers and friends of Veeder-Root, Inc., were visitors Dec. 14-17 at the new factory building just completed as an addition to the company's manufacturing and administrative headquarters at Hartford, Conn., the occasion being the official opening. The new three-story extension adds 40,000 square feet to the firm's headquarters operations, bringing the total of 295,000 square feet for both the Hartford and Bristol, Conn., plants. During the "open house," the entire second floor of the new building was devoted to an exhibit of the company's products.

Firm Announces New Model Tensometer and Densimeter

Two handy pocket size instruments, that many textile men find indispensable for quick checking of yarn tension and density of packages, have now been made available in new models of sturdier construction by Sipp-Eastwood Corp. of Paterson, N. J. The new model Tensometer, which is calibrated from one to 125 grams, guards against tension troubles that are a frequent cause of seconds in weaving, winding and quilling. Operation of the new Densimeter is said to be simple and it instantly measures the density of yarn wound on cops, quills, spools and other packages.

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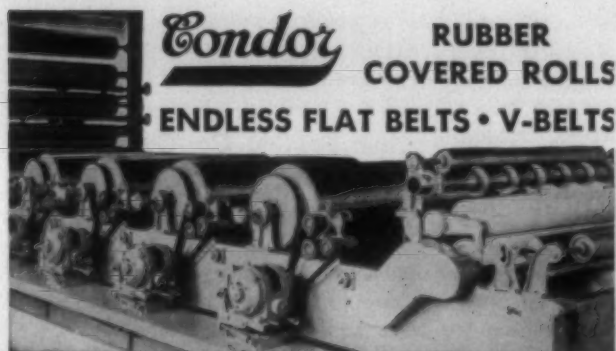
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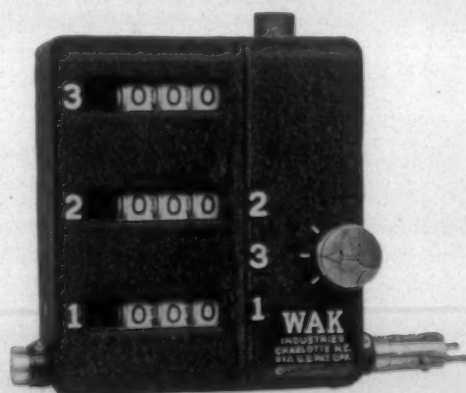
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The North Carolina Right to Work Bill

The following is a copy of the Right to Work Bill, which was passed by the North Carolina House of Representatives by an overwhelming oral vote and has been passed to the North Carolina Senate, which is reasonably certain to pass the measure with an even greater percentage of the members voting in favor.

A bill to be entitled an act to protect the right to work and to declare the public policy of North Carolina with respect to membership or non-membership in labor organizations as affecting the right to work; to make unlawful and to prohibit contracts or combinations which require membership in labor unions, organizations or associations as a condition of employment; to provide that membership in or payment of money to any labor organization or association shall not be necessary for employment or for continuation of employment and to authorize suits for damages.

The General Assembly of North Carolina do enact:

SECTION 1. The right to live includes the right to work. The exercise of the right to work must be protected and maintained free from undue restraints and coercion. It is hereby declared to be the public policy of North Carolina that the right of persons to work shall not be denied or abridged on account of membership or non-membership in any labor union or organization or association.

SEC. 2. Any agreement or combination between any employer and any labor union or labor organization whereby persons not members of such union or organization shall be denied the right to work for said employer, or whereby such membership is made a condition of employment or continuation of employment by such employer, or whereby any such union or organization acquires an employment monopoly in any enterprise, is hereby declared to be against the public policy and an illegal combination or conspiracy in restraint of trade or commerce in the State of North Carolina.

SEC. 3. No person shall be required by an employer to become or remain a member of any labor union or labor organization as a condition of employment or continuation of employment by such employer.

SEC. 4. No person shall be required by an employer to abstain or refrain from membership in any labor union or labor organization as a condition of employment or continuation of employment.

SEC. 5. No employer shall require any person, as a condition of employment or continuation of employment, to pay any dues, fees, or other charges of any kind to any labor union or labor organization.

SEC. 6. Any person who may be denied employment or be deprived of continuation of his employment in violation of Sections three, four, and five or one or more of such sections, shall be entitled to recover from such employer and from any other person, firm, corporation, or association acting in concert with him by appropriate action in the courts of this State such damages as he may have sustained by reason of such denial or deprivation of employment.

SEC. 7. The provisions of this Act shall not apply to any lawful contract in force on the effective date hereof but they shall apply in all respects to contracts entered into thereafter and to any renewal or extension of any existing contract.

SEC. 8. If any clause, sentence, paragraph or part of this Act or the application thereof to any person or circumstance, shall, for any reason, be adjudged by a court of competent jurisdiction to be invalid, such judgment shall not affect, impair, or invalidate the remainder of this Act, and the application thereof to other person or circumstances, but shall be confined to the part thereof directly involved in the controversy in which such judgment shall have been rendered and to the person or circumstance involved.

SEC. 9. All laws and clauses of laws in conflict with this Act are hereby repealed.

SEC. 10. This Act shall be in full force and effect from and after its ratification.

The Unions and Labor Legislation

(Continued from Page 38) inconsistent with developing social security programs. Unions are neither experienced, organized, regulated or competent to handle them, nor could this committee foresee or draft a set of regulations sufficient to make such a collective plan legal, acceptable or workable. They would make super-governments of unions, and confer on them an economic dominance over their membership, which would in the course of time make it impossible for any member to sever his relation with the union."

Congress is not moving hastily in labor legislation; it is going about the task deliberately and methodically. Hearings by the Senate Labor Committee will close about March 15, and the executive sessions will begin in which the bill to be reported to the Senate for passage will be drafted. The House Labor Committee will proceed in similar way in preparing an "air-tight" and "fool-proof" anti-racketeering bill. The committee will not act on general labor legislation or revision of existing laws until the Senate has acted, and transmitted an enacted bill to the House for consideration. Final action by both branches, with an enacted measure sent to the President, cannot be expected before June 1.

Georgia Textile Group To Meet March 22

The next meeting of the Textile Operating Executives of Georgia is scheduled for March 22, the scene being the chemistry building at Georgia Tech, Atlanta. Carding, spinning, twisting, winding and warp preparation will be discussed, as outlined in a questionnaire sent to members in January.

Funds For Research Program Stymied

The five million dollars sought by the Department of Agriculture for its new research program is bottlenecked in the Budget Bureau, according to John Taber, chairman of the House Appropriations Committee, who reported recently that this agricultural research item was not among the deficiency appropriation funds requested thus far by the Administration. Mr. Taber's disclosure came as the National Research Advisory Committee, set up under the Hope-Flannagan Farm Research Act, continued to canvass proposed new marketing and utilization research projects including those for cotton and wool.

Earlier, the Research Advisory Committee had met with a committee of nine experiment station directors, named to work with the national advisory group on research problems. This group included Dr. Clarence Dorman, State College, Mississippi; L. D. Bayer, North Carolina State College, Raleigh; C. E. F. Guterman, director, Cornell Station, Ithaca, N. Y.; W. H. Martin, New Brunswick, N. J.; R. H. Walker, Logan, Utah; R. E. Buchanan, Ames, Iowa, and H. J. Henney, Fort Collins, Col.

Better Textile Mill Design Is Predicted

J. D. McConnell of the Proximity Mfg. Co. at Greensboro, N. C., predicted to the American Institute of Electrical Engineers, at a recent meeting of that group in New York City, that the South will have in a few years a majority of its cotton textile mills equipped with comfortable air-conditioning and fluorescent lighting. "The industry," he said, "has built few new plants in recent years and for a very long time will be restricted by having to use existing

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buildings, some of them 75 years old. The full fruit of recent developments will probably not be felt for three to five years, but the industry is conversant with such things as infra-red and radio-frequency heating, control of static electricity by high-voltage and radioactive ionization, stroboscopic observation and photography, and the application of vacuum tube devices for measurement and control of temperature, moisture content, machine speed and color values."

S. A. Bobe of the Westinghouse Electric Corp., Atlanta, Ga., said that the major share of electrification in the cotton industry has taken place in the past 20 to 25 years and is still not completed. He said the industry is vitally interested in electrostatic air cleaning, as well as air-conditioning, heating and electronic drives. E. G. Gwaetney and H. J. Durham of Saco-Lowell Shops, Biddeford, Me., reported the general use of a new two-for-one twister machine which they said will produce higher quality yarn with less twist variation, and one-third electric power cost. The machine makes women's underwear, hosiery and dress goods by twisting a strand of fibers twice instead of once at each revolution of a spindle.

Toward A Constructive Labor Bill

(Continued from Page 40) question in contemplated legislation is the protection of the public interest and the outlawry of monopoly in every form. The public is the long-time sufferer and loser in labor disputes. All too often a ruthless leadership, angered and enraged by opposition, has brutally trampled the innocent bystanders, and confronted them with grave hazards to health, safety and essential service. Safety for the public in this respect re-

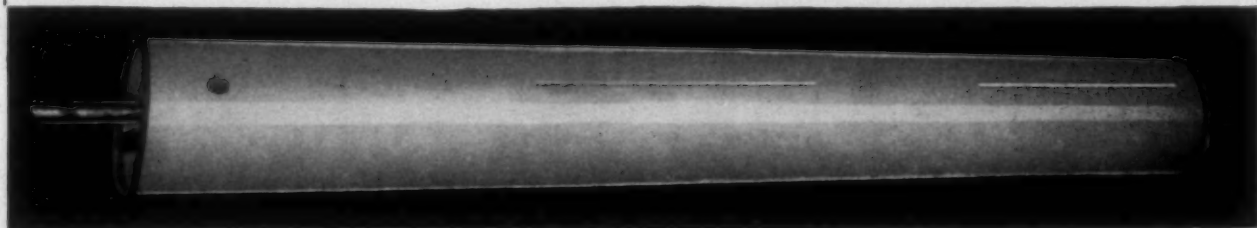
quires that the Clayton and Norris-LaGuardia Acts shall be amended. Labor organizations should be restrainable if a strike in an essential or monopolized service or industry actually burdens or obstructs commerce in such a way as to endanger the public welfare, health or safety. This provision should outlaw boycotts and jurisdictional strikes, as well as any combination, pact or agreement to fix prices, allocate customers, or work an unfair advantage for one employer or industry over another employer or industry.

I think there is substantial agreement that unions should be equally responsible and liable with employers before the law, render public accountings of their receipts and expenditures, and that they should be made subject to the same provision in respect to political contributions that are applicable to corporations and to citizens in general.

It is not intended that modifications in the Clayton and Norris-LaGuardia Acts shall open the door to the use of injunctions by employers, except as they be used now. But we should establish beyond judicial doubt the right of the government to protect the public health and safety when an emergency exists through application of injunctions. There is no natural right to conspire against the public welfare, and there should be none in law—even in the name of good intentions by a labor union. Our fundamental aim is to achieve industrial peace with justice, and it seems to me that legislation should place an emphasis on the peaceful settlement of disputes by the interested parties.

What is clearly wrong, or unlawful, for an individual to do, or for combinations in business to do, we have sanctified when done by a group in the name of organized labor. No natural right exists anywhere or at any time to jeopardize the public health and safety, and none should have the sanction of law. Equitable labor legislation will naturally

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provide against either labor or management tossing their troubles into the lap of government, in the hope of getting a better deal than can be had through collective bargaining. All too often, over the span of 30 years, labor disputes have been dragged to the portals of government when in their manifest aspects they could have been settled by well intentioned collective bargaining. This is palpably a misuse of governmental function.

It cannot be expected that labor legislation when enacted is not going to please all of management, and I entertain no such illusion as to organized labor. We must keep in mind the aspirations of the average American, who, almost universally, has been the victim in wage disputes, strikes and industrial warfare. The unorganized mass of people is the overwhelming part of the population. They are entitled to protection from the ravages of strike epidemics, the inconveniences of work stoppages, and the depredations of unrestrained and unbridled union demands and warfare.

There can be no sound and stable prosperity in this land so long as production is restricted, and burdens are thrown upon the whole economic structure through uncontrolled and, as often, irresponsible union aggression.

Labor-Management Relations

(Continued from Page 42) — ascertainment of the facts of the dispute and the reporting of them to the public. Such machinery would facilitate and expedite the settlement of disputes.

Point number three is the broadening of our program of social legislation to alleviate the causes of workers' insecurity. On June 11, 1946, in my message vetoing the Case Bill, I made a comprehensive statement of my views

concerning labor-management relations. I said then, and I repeat now, that the solution of labor-management difficulties is to be found not only in legislation dealing directly with labor relations, but also in a program designed to remove the causes of insecurity felt by many workers in our industrial society. In this connection, for example, the Congress should consider extension and broadening of our social security system, better housing, a comprehensive national health program, and provision for a fair minimum wage.

Point number four is the appointment of a Temporary Joint Commission to inquire into the entire field of labor-management relations. I recommend that the Congress provide for the appointment of a Temporary Joint Commission to undertake this broad study. The commission should be charged with investigating and making recommendations upon certain major subjects, among others:

First, the special and unique problem of nationwide strikes in vital industries affecting the public interest. In particular, the commission should examine into the question of how to settle or prevent such strikes without endangering our general democratic freedoms.

Upon a proper solution of this problem may depend the whole industrial future of the United States. The paralyzing effects of a nationwide strike in such industries as transportation, coal, oil, steel, or communications can result in national disaster. We have been able to avoid such disaster, in recent years, only by the use of extraordinary war powers. All those powers will soon be gone. In their place there must be created an adequate system and effective machinery in these vital fields. This problem will require careful study and a bold approach, but an approach consistent with

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the preservation of the rights of our people. The need is pressing. The commission should give this its earliest attention.

Second, the best methods and procedures for carrying out the collective bargaining process. This should include the responsibilities of labor and management to negotiate freely and fairly with each other, and to refrain from strikes or lockouts until all possibilities of negotiation have been exhausted.

Third, the underlying causes of labor-management disputes.

Some of the subjects presented here for investigation involve long-range study. Others can be considered immediately by the commission and its recommendations can be submitted to the Congress in the near future.

The Labor Relations Question

(Continued from Page 46) of the past 15 years. I should judge this course of action to be unwise and unworkable. It rests on the assumption that union power will henceforth be used with wisdom and restraint, that we need not fear in the near future another outbreak of severe and crippling strikes, and that the present powers of organized labor can be employed in the general and common interest. These are assumptions which it would be most unwise for us to accept. The much more likely consequence of accepting the status quo in trade unionism and labor relations is the more extensive intervention of government in labor relations and the widening of the area of public regulation. We have already had indications of the direction government intervention will take the next time we have serious labor trouble. The demand will then be for compulsory arbitration, accompanied by adding industries and services to the existing list of public utilities. The pursuit of this policy means that before long both unions and business will lose their freedom, because the one cannot, and will not, be regulated without the other.

This process, a familiar one in comparatively recent

European history, leads to wholesale state intervention. Begun as a method of solving labor problems or settling labor disputes, it ends as a plan for the country's economic organization. Before we make what appears to be a simple decision as to labor policy, we ought to canvass pretty carefully the more remote, as well as the immediate, effects of that decision. For it ought to be clear that once we pave the way for the continued expansion of public control of economic life in peacetime, we will find it extraordinarily difficult to retrace our steps and to recapture the liberties which we are now giving up.

I myself am convinced that the second course is the fairest and safest for Congress to pursue. By this course we attempt to reestablish equality under the law. We couple rights and privileges with responsibility. Practices which are considered to be against the public interest and are, therefore, outlawed are prohibited to labor unions as to other individuals or organizations. In accordance with this course of action, we hold it to be a violation of correct public policy to permit labor issues to be settled by force and violence. And we deem it the cornerstone of the national labor policy that a special interest is and should be subordinate to the general, common or public interest.

Let me, by way of illustration, suggest how we can by simple and fair amendments to existing law and administrative policies and by relatively few new statutes move effectively toward these goals. Take the question of free speech. It is hard to see how any question ever could have arisen about the right of an employer to tell his employees frankly and clearly just what he thought about their problems and welfare and, among other things, their relation to a union. It ought never to have been difficult to distinguish between a threat and the presentation of facts and points of view. Yet administrative agencies found it necessary to curb the speech of employers and managers. They seemed to think it unwise to expose employees to their employers' powers of persuasion while they were being proselytized by the unions.

The administrative agencies did not behave this way be-

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cause they failed to grasp the practical meaning of freedom of speech. In cases before the National Labor Relations Board, in which the defeated union protested an election because of the promises and arguments used by the victorious union, the board would invariably dismiss the complaint on the general ground that the voters were capable of discounting what was said. This is a sensible way to look at electioneering. But if it is a proper rule when applied to unions, it is equally proper when applied to employers. This conclusion has added force when it is recalled that no one has proposed penalizing unions for the many things they say in the course of organizing campaigns and particularly for threatening reluctant employees with the loss of their jobs once the plant is unionized.

Certainly, one reasonable and essential revision or addition to existing statutes would be language guaranteeing employers full freedom of speech in labor relations. If unions are to retain their present strength or grow still stronger, they ought to be prepared to expose their members to the competition of ideas and it ought to be a first principle of public policy that employers, who after all have had considerable experience with labor and the labor problem, should be free to discuss and debate the issues of unionism. It is no answer to the need for such a guarantee that the courts latterly defended the employer's right of free speech. For, with an item so basic in public policy, the wise procedure for Congress is to write what it means into the law and avoid depending on administrative boards and the courts to do the right thing.

A Closer Approximation to Equality

A second example of how we can achieve a closer approximation to equality under the labor law than we now have is to be found in the treatment of local independent and company unions. Under the Wagner Act it is an unfair labor practice for an employer to dominate a union. As the National Labor Relations Board has interpreted this provision, it has not been satisfied with ordering the employer to stop dominating, but it has required the union to go out of business, to disband. In other words, the board has destroyed or, in its technical language, disestablished, the union. From a practical standpoint such an organization is annihilated, for it cannot appear on the ballot in bargaining agency elections. Consequently, employees who have had practical experience with a union are not given the opportunity to vote for or against it when they are choosing their bargaining agent.

In the administration of the Wagner Act, the board has failed to treat all company-dominated unions in the same way. Nor is it clear from the record that the board has been at all consistent in deciding when there is domination and when there is not. But more important than all else is the fact that the board, through its domination policy, has taken it upon itself to decide what unions are good for employees and which are not. This could not have been the intention of the Wagner Act, since the purpose of that act was to promote self-organization. The most effective way to promote self-organization is to let the employees decide themselves what they want. Instead, the board made the decisions. In about ten years, the board destroyed about 1,400 of such organizations and for all practical purposes turned their members over to the large national unions whether that was where they wanted to go or not.

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equality under the law is to be found in the treatment accorded individuals and minorities under existing labor policy. Once a union is chosen as a bargaining agent, by however slim a majority, there is nothing left for the individual or the minority but to sink their identity in the union. The doctrine of the majority rule, as it has been practiced under the Wagner Act, makes no provision for a minority. The presumption is that the minority must cease to exist, for its continued existence impairs or divides the authority of the union. Therefore, although the majority rule in labor relations was originated from analogy with the majority rule in politics, the place of minorities in these two systems of human organization is essentially different. In politics, the right of the minority to survive and to do what it legitimately can to become the majority is an indispensable condition of democracy. But, according to the theory of our labor laws, the minority has no rights and must, if it exists at all, become subservient to the majority.

#### Relation of Labor to Public Interest

I turn now to an entirely different issue—the relation of the special interests of organized labor to the general common or public interest. This is a large question and I propose to deal briefly only with that phase of the question which has to do with monopoly. I should regard the rise of labor monopoly as one of the most obvious consequences of our labor policy. This monopoly is intensive and powerful. It is still growing. Unless the trend toward labor monopoly is somehow arrested, there will soon be few important economic activities which are not under its authority. Once such monopolies are established, as they are

today in the basic industries of the country, their monopolistic features are evidenced by their capacity to shut off supplies and services and their power to determine the conditions under which the supplies and services are produced. We saw only a couple of months ago how only extraordinary intervention by the government saved the country from suffering the effects of these powers for an indeterminate period of time. In the United States today the national union is the embodiment of this monopolistic power and the instrument through which it is applied. When the number of national unions was few and their control of the employees of industry was limited, the country could afford to overlook what they did, especially since the force of competition was strong enough to act as a check on the excesses. This condition is rapidly disappearing, and in many places is gone. There is no effective way to deal with this condition other than to encourage by law and public policy the decentralization of labor relations.

I come, finally, to two related questions—the rights of management and the doctrine of conflict of interest as it is emphasized in our official labor policy. These questions are related because it is hard to see how any policy of labor relations will work which is not based on an understanding of the workings of industry and the economic dependence of employers and employees upon each other. The rise of trade unionism involves inevitably and universally limitations on the right to manage. The risk employees, industry and the country run is that encroaching on the right to manage will go so far as to weaken management, lower its standards of performance, make it amenable to pressure which in the interest of efficiency it should oppose. In a variety of ways, but particularly with respect to the policy on foremen's unions, our administrative agencies have as-

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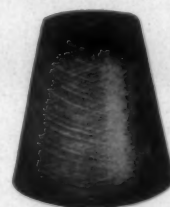
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sisted in limiting the authority of management and in undermining its prestige. However much such policy may serve the purposes of organized labor, it is not in the public interest nor in the interest of the men and women who work. Any ambiguity in the law, which permits an administrative board so to thwart the public good should be quickly resolved.

It should also be made clear somewhere in the law and related statements of public policy, that it is not the policy of the United States to encourage conflict in industry. It should be made clear that it is not the function of public agencies to inspire and cultivate strong feelings or conflict of interest where they had not before existed. It should be made clear that it is contrary to the public interest for a public agency to outlaw a labor organization because it had not fought the employer enough. It should be made clear finally that public agencies which reduce or remove the risks of striking, encourage conflict, strikes and labor monopoly.

### Revised List of Standards Published

A list of 864 standards approved for national use of industry by the American Standards Association has been made public and available for general distribution, according to P. G. Agnew, vice-president of the association. "The revised list of standards, which includes many of those developed under war procedure and now approved for peacetime use, will be made available to interested trade, technical and governmental bodies and individuals without charge," Dr. Agnew said.

The standards listed include definitions of technical terms, specifications for metals and other materials, methods of work and methods of test for finished products. They reach into every important engineering field. They also include standards dealing with public and industrial safety, industrial medicine and a wide variety of consumer goods. "Many of the standards have a particular interest to lawyers, legislators and public regulatory authorities because they form the basis for municipal, state and Federal regulations," Dr. Agnew said. "These standards represent agreement on the part of maker, seller, user and regulatory groups as to the best possible practice at the time of approval," he declared. "They are revised periodically to keep up with mechanical invention, developments of power and new uses for materials."

This list represents the cumulative efforts of about 3,000 men, representing 660 organizations working on the development of standards, A. S. A. records show.

### Business Newspaper Issues Spring Rug Chart

The number of rug and carpet patterns being offered by American mills this spring is 17 per cent greater than a year ago, according to the *New York Journal of Commerce*. The business newspaper's new *Spring, 1947, Carpet and Rug Chart* shows 189 lines are now being distributed in 1,386 patterns—an increase of 17 lines and 214 patterns during the past year. It lists the names of all carpet and rug lines, the manufacturers, surfaces, types, qualities and sizes and is suitable for desk or wall display. Copies of the chart can be had at 15 cents each from the *New York Journal of Commerce*, 63 Park Row, New York 15, N. Y.

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## Industry Cautioned Against 'Portal' Claims

Although Judge Frank A. Picard's sweeping decision in the Mt. Clemens case closes the door on most of the portal-to-portal suits already filed, unless the Supreme Court does not uphold his verdict on appeal, industry must guard against future claims, by paying in full for substantial amounts of time expended in the employer's interest and subject to his control. A "working time" table listing activities of this nature for its members' guidance has been issued by the Labor Relations Institute, New York, and some typical points taken from this table include: (1) walking from one department to another, or walking anywhere on the plant premises if it is necessary to the performance of the job; (2) changing into work clothes or a special uniform, if the company or the nature of the work requires it, and if the total time so taken normally exceeds five minutes per day; (3) checking equipment, supplies and materials; (4) time spent receiving instructions from the foremen; (5) waiting "on call" inside company premises; (6) waiting in line for paycheck; (7) eating lunch on plant premises, if workers are not allowed to leave the work area, and (8) time spent in discussing a grievance with foremen, or in appearing before grievance committee during working hours.

The institute has also devised a special portal-to-portal grievance form, for use by companies whose contracts with their unions allow portal claims to be handled as part of the regular grievance procedure.

Budgeting production outlays by department is helpful in reducing costs—especially if the foremen's co-operation is secured. According to O. C. Cool, director of the Labor

Relations Institute, industry has lost no time shearing away such obvious frills as unneeded special guards, oversized supervisory staffs, abnormal expediting and unnecessary overtime, but has tended in many cases to overlook the foremen's part in shaving down production costs. "If foremen are shown how to secure economies in operation, and are given some incentive to carry out the program," Mr. Cool declared, "they will hold up their end 100 per cent. This is borne out by the experience of institute management engineers, who have worked out the following conference method:" (1) call general meetings of all your supervisory employees every week, or every two weeks, and give them the latest information available on efficiency techniques; (2) ask your foremen to bring in their production and cost-saving problems for discussion or consultation; (3) give the foremen an over-all picture of company production costs, and show how each department fits into the picture, and (4) be sure all foremen and department heads are supplied with cost-control sheets, and explain in detail how to use them.

"Departmental ratings, which show the percentage of improvement or decrease in efficiency, by comparing budget hours with actual hours used, provide an incentive for foremen to reduce costs, especially if the ratings are the basis for computing the foremen's bonus," Mr. Cool continued. "Another way to reward supervisors for progress in this direction is to key a bonus according to scrap material salvaged, to reduction of power or supplies consumed, or to economies in general labor expenses."

Suggestion systems which reward employees for cost-saving ideas are just as important in overcoming peacetime problems as they were during the war. Pointing out that



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the War Department alone saved nearly \$12,000,000 during the first eight months of 1946 by capitalizing on suggestions made by civilian employees throughout the country, the institute has compiled the following rules for keeping employees suggestion-minded: (1) be sure to post the names of winners and amounts won on the bulletin boards throughout the plant; (2) print regular features about the system in the plant magazine or newspaper, including pictures of the winners and of the employees on the suggestion committee; (3) don't hide the suggestion box; make it attractive, and keep it out where everyone can see it; (4) arrange contests between departments, based on the total number of suggestions or the amounts of cash rewarded; (5) put posters up around the plant, the cafeteria, and in the rest rooms; be sure to change them frequently; (6) see that foremen keep workers reminded of the plan—and that they encourage subordinates to participate, and (7) explain the suggestion system in the employee handbook or manual. An important factor in this connection is to state clearly that no hazard—such as being demoted or discharged—can ever be the result of an idea submitted.

The institute advocates cash awards, as compared to other premiums, and suggests basing the amount on the savings effected. Several firms, it reports, make a practice of paying ten per cent of the amount saved for the first year the suggestion is in use, and a lesser percentage in succeeding years. If an idea turns out to be more valuable than originally judged, the company should pay an additional award at a later date.

## Lampport Co. Has Striking Window Display

The Lampport Co., New York City, distributors of cotton textile products for over half a century, decorated its windows recently with a series of striking, three-dimensional displays. The four windows facing on Broadway at the corner of Franklin Street, trace the course of distribution from the 18th Century to the present. They point out that, although technology has changed, individual creative ingenuity, specialized knowledge and technical know-how are as vital today as they were in early American times.

The first display shows the Indian trader, in his canoe—typical of the 18th Century. The second focuses attention on the Mississippi riverboat man of the middle 19th Century. The third brings us to the late 19th Century wagon trader, showing how merchandise was taken out into the country by individual entrepreneurs of the gay nineties. Finally, the last window brings us up to date with the rapid methods of transportation characteristics of our 20th Century. The colorful, shadow-box displays were built by Graphic Displays of Staten Island. The art work was adapted from paintings in the Lampport collection by the distinguished American artist, Wayne Hall.

## Alabama Cotton Group To Meet April 14-15

The annual meeting of the Alabama Cotton Manufacturers Association will be held at Biloxi, Miss., April 14-15, it was announced by Dwight Wilhelm, executive secretary of the group.

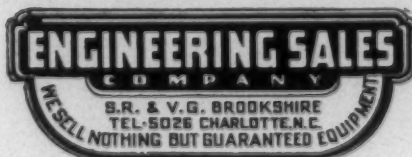


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## Virginia Group Holds Textile Symposium

While prices on cotton goods are high in comparison with pre-war levels, they are not out of line with current manufacturing costs, C. K. Everett, director of merchandising, told the Virginia Association of Retail Clothiers and Furnishers at a textile symposium in Hot Springs, Va., Feb. 17. He said that there were some exceptions to this condition, among them high count print cloths which were unobtainable for four to five years due to chronic shortages. Even on these goods, he added, prices for second quarter delivery are one-third or more under the prices being paid for spot merchandise in second hand markets.

Cotton prices, he said, have risen 220 per cent in the last year while labor costs in cotton mills have risen more than 125 per cent. These two items alone account for 88 per cent of the cost of making cotton textiles. He stated that sharp price rises have taken place on machine repair parts, lubricants, starches and other materials. As for supplies, he said that production is breaking all peacetime records and that shipments by mills are constantly improving. Since last April cotton consumption has increased each month. He predicted a constant improvement from now on in retail supplies of knitted cotton underwear, shirts, pajamas, polo shirts and other men's wear items.

For the first time in years, cotton slacks will be available at retail this summer, he said, but warned that the supply would be inadequate because mills were unable to swing into the manufacture of them until controls were removed last fall. Once current shortages are corrected, he declared, mills will be in a position to offer an impressive variety of cotton fabrics. Cotton blended with other fibers, he explained, have made it possible for mills to increase substantially the number of fabrics suitable for warm weather wear.

## Inflammability Test Devised for Clothing

A six-second flame test, designed by textile experts to determine the inflammability of cloth used to make clothing, may soon be adopted nationally. The six-second test came into existence largely because the people of California, aroused over the deaths of children whose cowboy suits caught fire, passed a law controlling the sale of inflammable materials. Retailers, fearing 48 different laws of its type in 48 states, hurried to develop a nation-wide standard for textiles.

The six-second test has been developed partly through the work of the National Retail Dry Goods Association, and partly through the assistance of members of the American Standards Association. In its present form, a strip of the material to be tested—five inches long and two inches wide—is hung at a 45 degree angle on a wire support. A flame is applied to the lower end for one second, starting a stop-watch. When the strip burns to the other end the watch stops. If the fire has covered the five inches in less than six seconds, the material is said to be too inflammable for use. Really bad fabrics will burn in two seconds or less, the experts say, while tough ones won't catch fire at all from the one-second flame application.

So much interest has been aroused in the danger of inflammable fabrics that no less than four bills to control their sale are now before Congress. Generally conceded the best chance of passing is the so-called Arnold Bill, backed by the retail dry goods people, which is based on the six-second test.



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### Cramerton Mill Houses Sold To Employees

Hugh Pinnix Realty Co., Greensboro, N. C., recently completed the sale of 550 mill village houses to employees of the Cramerton (N. C.) Mills. The realty company, which has specialized in selling mill village homes for the past 11 years, has in recent months completed sales of villages for Callaway Mills at La Grange, Ga., Manchester, Ga., and Milledgeville, Ga.; and for U. S. Rubber Co. at Hogansville, Ga., and Winchester, S. C. The sale of 1,500 houses for Marshall Field & Co. was announced in TEXTILE BULLETIN about a year ago.

Hugh Pinnix Realty Co. was organized by the late Hugh Pinnix of Gastonia and Greensboro, and it is said that his decision to specialize in this particular field was made at the suggestion of J. Spencer Love, president of Burlington Mills Corp., for whom the realty company made the original sale of village houses in 1936. Mrs. Hugh Pinnix, who has operated the company since the death of her husband two years ago, states that the standard terms of sale are ten per cent down, with the balance of the purchase price paid in weekly or monthly installments over a period of 63/4 years. Taxes, interest and insurance are included in the payments. According to Mrs. Pinnix, the change from mill to employee ownership has invariably resulted in a reduction in labor turnover, higher morale among workers, and less absenteeism.

### Textile Materials Handling Is Deplored

Handling of materials in the textile industry was called neglected and inefficient by W. B. McGuire, materials handling engineer of P. O. M. Co., industrial consultants, and Werner Textile Consultants, before a conference on materials handling held concurrently with the Materials Handling Exposition in Cleveland, Ohio, recently. Mr. McGuire said that handling methods in the industry had been developed years ago when cheap labor was plentiful, but that new ways of handling would have to be evolved to cut the ultimate cost of merchandise to the consumer.

He described some textile installations where the use of monorail systems, conveyors, combination print and weight hoisting units and other mechanical aids had speeded up production, cut costs, manpower and in general effected a more efficient operation. In discussing the textile industry as a whole, he pointed out the many opportunities for material handling study and noted that materials handling in the textile industry accounted for an average of 42 per cent of payroll expenditures, while the national average for all other industries was about 22 per cent.

### Banker Addresses Atlanta Textile Club

Increased recognition of human values as a means of averting any impending business recessions was urged by Mills B. Lane, president of Citizens & Southern Bank and director of Bibb Mfg. Co., in an address at the February meeting of the Atlanta (Ga.) Textile Club. "The corporate setup, plus the growth of business, has spelled our downfall," Mr. Lane said. "As the corporate structure and business grew, they failed to recognize human values."

John Boyle of Eagle & Phenix Mills, club president, presided at the meeting and reported that the Atlanta Textile Club now has 70 members. Alexander J. May of Deering, Milliken & Co., Inc., and Al Williams of Nashua Mfg. Co. attended the meeting as guests of the group.



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## Cotton Council Plans Educational Program

A beltwide cotton educational program is to be launched this month by the National Cotton Council, Oscar Johnston, council president, announced recently. Springboard for the cotton program will be a series of nine council state unit meetings which will bring together leaders of all branches of the cotton industry in states affected for discussion of plans to be carried out during the current year. The first meeting will be that of the Georgia unit of the council in Atlanta, March 18. He listed other unit meetings as follows: Alabama, at Birmingham, March 19; Mississippi, at Jackson, March 20; Louisiana, at New Orleans, March 21; Tennessee-Kentucky, at Jackson, Tenn., March 24; Missouri-Illinois, at New Madrid, Mo., March 25; Arkansas, at Little Rock, March 26; Oklahoma, at Oklahoma City, March 27; and Texas, at Dallas, March 28. Council units in New Mexico, Arizona and California are scheduled to hold meetings later in the spring, while North and South Carolina divisions of the cotton organization met at Charlotte last December.

"The purpose of the state unit meetings, as well as that of the new educational program, is to create a greater awareness on the part of the members of the industry of the serious problems which confront cotton and the action which must be taken to reach satisfactory solutions," the council president said. The program also has the objective of bringing to the attention of the industry the growing need for more efficient and less costly cotton production and marketing methods needed for cotton to remain competitive with other fibers, particularly the synthetics.

At the state unit meetings, which are open to all members of the cotton industry, directors of the council's major divisions will report on progress made in the industry-wide campaign to increase cotton consumption and will outline plans for 1947. Representatives of agricultural organizations, education officials, extension workers and heads of civic and service organizations in the various states are invited to participate in the sessions. Initial plans for the state meetings were developed by members of the units at the annual meeting of the Cotton Council at Galveston, Tex., in January.

## Conferences On Textile Sizing Scheduled

A series of scientific round-table conferences on textile sizing will be co-sponsored by Textile Research Institute and leading textile schools this spring. The first of the series will be held in Philadelphia the evening of March 7, in co-sponsorship with the Philadelphia Textile Institute. Dean Richard S. Cox, of the Philadelphia school, will be host and the group will assemble for supper at the Engineers Club.

The purpose of the conferences is to pool existing knowledge on sizing and to develop, through discussion, sound principles, the objectives of future research and the qualities to be sought in sizes for various yarns and fabrics. Scientists and production men from all branches of the textile industry are being invited to attend.

On March 21, the second of the series will be held in New York City at the Biltmore Hotel, solely sponsored by the Textile Research Institute. A sponsoring committee will have charge and is composed of A. G. Ashcroft, Alexander Smith & Sons Carpet Co.; Werner von Bergen, Forstmann Woolen Mills; Dr. John H. Dillon, Textile Re-

search Institute; Richard T. Knopf, Belding-Heminway Corticelli; J. B. Goldberg, J. P. Stevens & Co.; and Fred Noechel, Botany Worsted Mills. This meeting will be held during the day for those invited from the textile centers of northern New Jersey, lower New York, and Connecticut.

The third conference will be held in Boston March 28. This new England meeting is being co-sponsored by the Lowell Textile Institute, the Textile Division of Massachusetts Institute of Technology and the Textile Research Institute. Both Kenneth Fox, president of Lowell Textile Institute, and Prof. E. R. Schwarz of Massachusetts Institute of Technology, will participate actively during this evening session at the Hotel Statler. The conference will be preceded by dinner at 6:30 p. m.

Attendance at these conferences is by invitation of those in the textile industry primarily concerned with sizing. It is felt by this limitation that those attending may all contribute to the discussions and in turn benefit to the greatest possible extent in free exchange of knowledge.

The last of the conference series for this spring will be held in Charlotte, N. C., May 2. Both the Clemson Agricultural College and North Carolina State College schools of textiles are participating in the co-sponsorship, with Dean Hugh M. Brown of the former and Dean Malcolm E. Campbell of the latter taking active part in the proposed day's program. This conference will be at the Hotel Baringer in Charlotte where arrangements have been completed to start at 10:30 a. m. with time reserved for lunch.

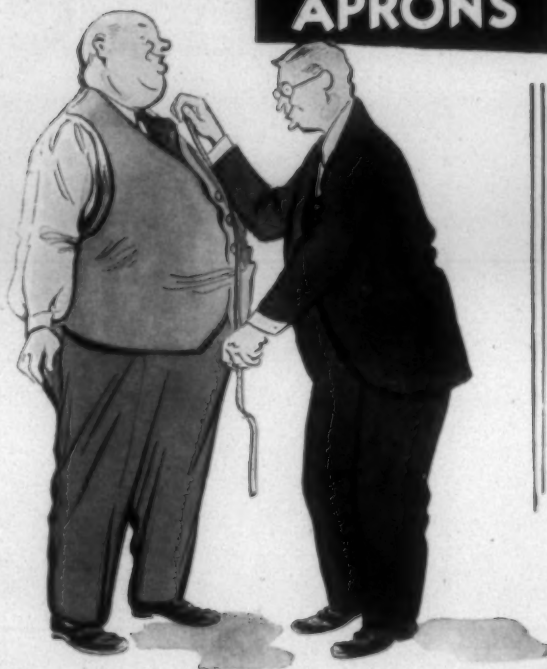
Following each of the conferences a consolidated report embodying the information at all the conferences will be furnished each person attending any single conference. By this plan it is anticipated that a wide dissemination of much helpful information on sizing will result.

### Textile Export Licensing Is Scored

Spokesmen for the textile industry urged the Federal Government to end all textile export licensing not later than March 31 and to grant a temporary emergency increase in imports of Egyptian long-staple cotton. Dr. W. P. Jacobs of Charlotte, N. C., president of the American Cotton Manufacturers Association, prepared the anti-export licensing statement presented to the export policy committee. He and Dr. Claudius T. Murchison, president of the Cotton Textile Institute, jointly presented the paper. They also attended a tariff commission hearing at which Percy Howe, chairman of the board of the Cotton Textile Institute, urged the increase in Egyptian cotton imports.

Dr. Jacobs cited three major reasons as he asked that textile export licensing, now largely affecting fabrics, be abolished by the end of the current quarter, with sufficient advance notice given to the industry. He said that Britain has eliminated its export licensing quotas and that, unless the United States does likewise, American firms are in danger of losing their Central American and South American export trade. The supply of fabrics, he noted, is sufficient to meet demands, so the domestic market does not need protection of export licensing. "The emergency is over," he added. In asking a temporary increase in Egyptian cotton imports, the textile official said many mills that use long-staple cotton are facing an acute shortage in domestic supplies. The imports would not reduce sales of shorter-staple American cottons, Dr. Jacobs said.

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## Fabulous Sea Island Cotton May Be Revived

Flame cultivation and DDT, war developments, may lead to the revival of Sea Island cotton, the fabulous crop around which the economy of a whole region once revolved. First introduced to the South in 1763, the silky, long staple product became known as the "aristocrat of cottons" and was cultivated largely by Florida and Georgia planters. It once commanded a price of \$2 a pound. Sea Island cotton, however, was expensive to grow and the soft, slow-growing bolls proved an easy victim to the boll weevil scourge. A poisoning procedure, calling for an application of poison every seven days to each individual cotton plant, was tried. This system was effective, but was so expensive that profits were not worth the cost of production.

The "aristocrat of cottons" was making a determined comeback prior to the outbreak of war, using new methods, when it was dealt another death blow by labor shortages and price control. It is now being preserved from extinction by a few farmers and by the Florida state agricultural experiment station which raises a little annually for seed. Now, in spite of Sea Island's present obscurity, workers of the Florida Department of Agriculture rally hopefully to its defense. They say DDT dusted from airplanes would prove as effective against the boll weevil as the old method of individual plant attention, adding that this procedure together with "flame cultivation"—burning weeds out instead of pulling them—would leave actual picking as the only extensive hand operation.

## Frostone Has Variety Of Possible Applications

One of the country's largest basic plastic producers is collaborating with George Frost Co. of Shirley, Mass., in a nationwide campaign to introduce Frostone, a revolutionary new woven plastic material with a wide variety of applications.

Frostone webbing, available in widths from one-quarter to two inches, is a woven plastic material with both warp and filling of extruded plastic. A wide variety of patterns and colorings are possible, outstanding among which are pastel tones, accomplished by weaving clear vinyl chloride plastic around brightly colored rayon fillings, though clear, solid and dark colors are also available. Frostone is said to be an ideal material in weight, texture and flexibility and possesses unsurpassed toughness and durability. It has been developed as a woven product only after months of experimentation and research. Further information is available through John A. MacDonald, George Frost Co., Shirley, Mass., Dept. 42.

## Wool Consumption in 1946 Sets New High

Statistics recently released by the Bureau of the Census reveal that consumption of raw wool in 1946 reached an all-time peak of 748,000,000 pounds. This was an increase of 103,000,000 pounds, or 16 per cent, over the total quantity consumed in 1945. In December, consumption of raw wool averaged 14,600,000 pounds per week, a decrease of two per cent from November but an increase of 28 per cent above December, 1945. According to the report, the use of domestic wools remained unchanged but consumption of foreign apparel class wools comprised 80 per cent and carpet class 20 per cent of the December consumption.

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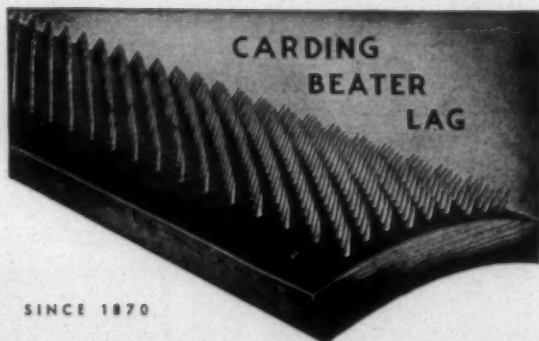
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## Fall Woolen Colors for 1947 Released

Pastels called Icetones are presented as a subtle winter theme in the confidential advance woolen collection for Fall, 1947, recently released by the Textile Color Card Association to its members. Included in this group are iced peach, vapor blue, snowy pink, mauve glaze, frappe lime, golden snow, crystal aqua and frost white. In describing the new color trends, Margaret Hayden Rorke, managing director of the association, said that the hazy frosted character of these softened pastels rendered them especially interesting as a sophisticated color motif for dresses to complement darker fur coat shades. The Icetones also have high appeal, Mrs. Rorke added, as a lighter color range for Southern wear and for smart knitwear fashions. Keyed to a gayer mood are the clear glowing winter sun colors that will enliven sports and resort clothes. They comprise California citron, Florida rose, Pacific turquoise, Cuban orange, carib gold, Atlantic emerald, Indies red and Mexican sapphire. These vibrant hues will likewise serve as bright accents to brown, grey, black and other neutrals.

Among the important basic color developments for Fall are bois de rose and its darker blending shade, mahogany, of warm rosy cast. Browner in tonality are the spirited burnt brandy and its lighter complement, peach tan. In the brown gamme, strong emphasis is placed on the rich glaze chocolate, which is expected to rate considerable style prestige in shoes and other accessories, as well as costumes. The lighter cream taffy, a dulcet candy beige, harmonizes with this new-looking chocolate version. The more subdued cloud taupe and Florida sand interpret a favored neutral range. Slated to win approval in the high fashion violine family are oriental amethyst and California plum, as well as the rosier crushed mulberry and mauve pink. Winter wine and frosty rose are mellowed vintage tones. Much stress is placed on Victorian green, a clear deep pine type, as a basic winter shade. The soft pinebud is its lighter harmonizing tone. Olivemoss and linden green are subtle renditions of yellowish undertone. The continued style acceptance of greenish blues is reflected in the new variations, blue river and autumn aqua. Ship's blue, a soft lighter than navy version, and Southern blue, a deep sky tone, also have an assured place in this collection. The medium steel grey and the lighter pearl mist sound a significant neutral note in autumn and winter fashions.

## Silver Dollar Says He's From Lindale

A visitor to Atlanta, Ga., walks into a store and planks down one or more silver dollars to pay for his purchase. The clerk's face lights up. "I know where you're from," he says. "You're from Lindale!" And 99 times out of a hundred the clerk is right. Lindale, a relatively small town, is 70-odd miles from Atlanta.

Since the beginning it has been the custom of Lindale's principal industry, the plant of the Pepperell Mfg. Co., to pay off in silver dollars. Of course, the 50-year-old cotton mill does not pay off entirely in silver dollars. What with cotton mill wages having doubled in the last five years that would make too heavy a load. The worker is paid in "folding" money—fifties, twenties, tens, fives—but no one dollar bills. Instead of the one dollar bills, he gets silver dollars, which aren't too common. So when someone sees a silver dollar, he knows that a Pepperell employee likely put it into the channels of trade.



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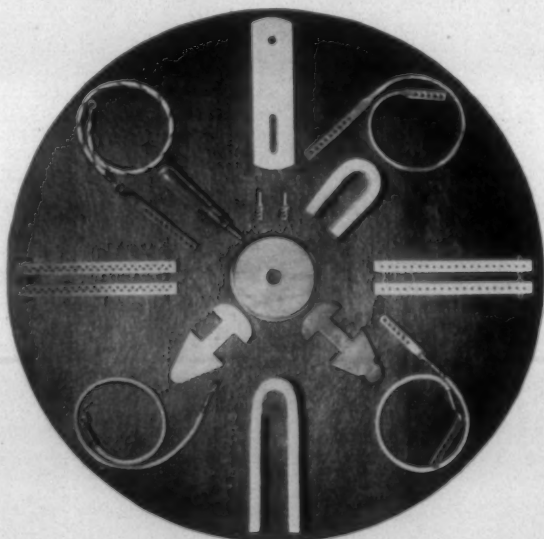
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### United For Safety—Management View

(Continued from Page 48) were jointly nominated by the union business agent and the labor relations manager of the company, and then submitted to the president of the union local for final approval. Management representatives from the divisions were appointed by the respective division superintendents of the company from among their overseers.

The company and union agreed that the head of the safety and health department should preside as chairman of the joint safety council. At the first meeting it was suggested that the joint safety council proceed to formulate a constitution which could be recommended to management and the union for adoption. At the outset it was further agreed that the joint safety council should also set up individual departmental joint safety committees throughout the entire company, and arrange to guide their activities.

The next few months were busy ones for members of the council. It was decided that the proposed constitution should be simple in scope and yet clearly define the purpose of the joint safety council, its membership, methods, meetings, by-laws, etc. In order to facilitate handling this large order, several joint working committees were formed to consider in detail each article of the constitution. The working committees, which consisted of management and union council members, spent considerable time preparing recommendations to be submitted to the joint safety council, meeting as a whole. The joint safety council in turn thoroughly discussed the recommendations submitted by the working committees before accepting them for inclusion in the proposed constitution. The constitution which resulted and which was recommended to management therefore represented the combined thinking of both workers and supervisors. Several features of the constitution are worthy of note:

1. The membership of the joint safety council is composed of one overseer and one *non-office holding union member*, from each of the five main divisions of the company. The primary purpose of selecting non-office holding union members, is to keep safety out of the realm of controversy. There should never be bickering or grievances about safety. Safety is a factor of vital importance which all concerned must recognize. Therefore, since the function of union officers is to deal with grievances of one sort or another, it was felt that union stewards and all other officers specifically should be barred from membership. However, it is not intended that this should bar workers who have completed their terms as union officers from eventually serving on the joint safety council.

2. Management shall provide a permanent chairman to preside at meetings of the joint safety council. He will be subject to change only by action of the management. The by-laws of the constitution provide that he shall have no voice in the event a vote is taken.

3. An integral part of the joint safety program is the rotation of membership so that all workers and all supervisors shall have an opportunity to serve. In order to accomplish this purpose members are changed at regular intervals on a staggered plan. Union members serve for a period of six months and overseers for one year. Overseers are required to serve a longer period inasmuch as the number of overseers available for service is very limited.

4. The procedure employed to appoint members to the first joint safety council was incorporated in its constitution.

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Overseers are appointed by the various company superintendents. Union members are nominated jointly by the business agent of the union and the labor relations manager of the company. The names of the union members thus nominated are submitted to the president of the union local for approval.

5. In order to qualify for membership, council members must have had at least one year's service in the mill they are to represent. In addition, union members must have served on a departmental joint safety committee.

6. Finally, the most important function of the joint safety council is guidance of the activities of the departmental joint safety committees.

After the constitution and by-laws had been drawn up

and agreed upon by the council, the organization of the departmental joint safety committees was begun. The main features are:

1. Committees are organized in the principal mill departments so that as many workers as possible are eligible to participate. In all, 16 such departmental joint safety committees were set up.

2. The department overseer serves as permanent chairman.

3. Committee membership consists of two foremen, and two members of the union who do not hold office in the union. Where it is found that this size committee is too small to be truly representative it may be increased by one foreman and one union member. To date, it has been found necessary to increase only one committee for this reason. Union members are nominated jointly by the department overseer, and the shop steward. As with union members of the joint safety council they also are approved by the president of the union local. Membership is limited to six months and may not be repeated until all who are eligible have served. The membership of the committees is rotated in such manner that only one member is changed at a time. The foremen are appointed by the overseer and serve for one year.

4. Departmental committees meet once monthly on company time and submit regular reports of their meetings to the chairman of the joint safety council, who in turn reports to the council. Special meetings may be held if necessary.

5. The principal topic for consideration at regular meetings is submitted by the joint safety council which analyzes the company-wide safety picture and selects the most urgent items for attention. The committees use the conference method in handling these topics. Briefly, this method consists of deciding what should be done about a problem or situation, and setting that up as the objective. Then all obstacles that stand in the way of achieving the objective are listed. When all obstacles have been listed, the solution or solutions for each obstacle is determined. This method of conference leading stirs up interest and participation on the part of all committee members and is particularly ideal where time is limited.

When the preparatory work on the constitution, by-laws and organization of departmental committees finally was completed, the entire proposal was submitted to the vice-president of the company, and business manager of the union. Upon their approval the joint safety program was officially launched.

To date, the joint safety council has been functioning

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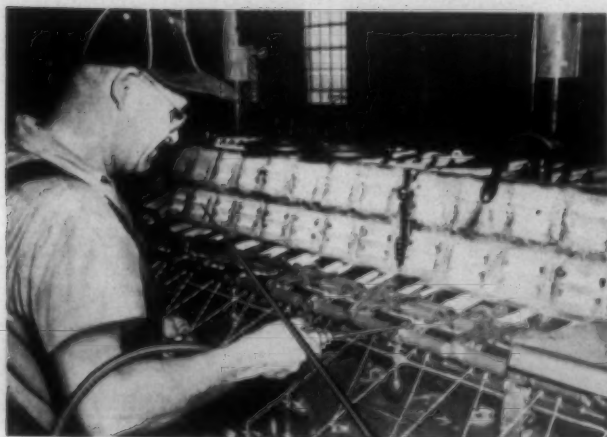
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for about a year and a half and already there have been many indications of the value of the new program. One particular incident, however, stands out as indicative of the personal interest in safety which workers are beginning to show.

This incident occurred in the worsted doubling department and involved an attractive young worker who insisted upon wearing a ring on her finger, contrary to departmental safety rules, while running her machines. She was cautioned to remove the ring by both the foreman and overseer but simply said that the ring was an engagement ring which had been placed on her finger by her fiancée and that she would not take it off for anyone. An explanation of the hazards involved in wearing rings around moving machinery also had no effect. The overseer had just about decided the only thing left to do would be to transfer her out of the department, or, if no openings were available, to release her, when the union representative of the joint safety council had a talk with the young lady. The council representative, also a woman, spoke to her as a friend, explaining the new spirit of co-operation in safety which exists between union and management, and pointed out that her fiancée put the ring on her finger because he loved her—but that he might not feel so good if the ring caused her to lose her finger. When the young lady reported for work the next day, the ring no longer was on her finger.

Union members of the departmental joint safety committees see concrete evidence of the effectiveness of their safety work almost daily in the numerous hazards which are corrected or removed as a result of their suggestions. These suggestions have poured in to the joint safety council since the first meeting of the departmental committees. Top management has directed that prompt action be taken on all such recommendations and, if for any reason immediate action cannot be taken, a full explanation be given to the suggestor along with an indication of when action will be taken.

When the departmental joint safety committee tackled the problem of "How to eliminate weight-lifting injuries" it turned in a thorough-going analysis of the causes of industrial weight-lifting injuries and what should be done to eliminate them. The follow-up on this report is still going on.

The joint safety council, along with its regular safety work, also has undertaken to work for the health of Forstmann employees. As a result, a company-wide chest X-ray program was sponsored last fall which led to the discovery of several cases of tuberculosis. Some of these workers already have returned to work after being treated. One of the company's key supervisors is among the workers, who were completely unaware that tuberculosis had attacked. Fortunately his case was discovered very early and he has again resumed work after an absence of about six months.

Since local hospitals have no blood banks, and it is difficult to get donors in an emergency, the joint safety council sent out a call for volunteers and set up a blood donor system which has typed volunteers who are ready at a moment's notice to give blood to workers or their families. This service has been used many times.

The final proof of the value of our joint safety program may be seen in the accident frequency rates for the company which stood at 5.27 when the joint safety council met for the first time in 1945 and was 2.13 one year later. Of course, a year and one-half of operation does not conclusively prove that joint-safety has solved the problem of worker



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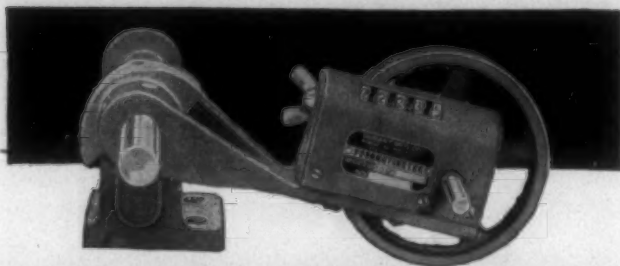


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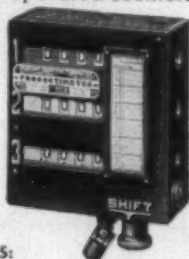
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interest and co-operation, but it cannot be denied that the results point in the right direction and are very encouraging to say the least.

### United For Safety—Labor Union View

(Continued from Page 48) work place safe. We see eye to eye with them when it comes to accident prevention. It is our feeling that the crux of the safety program at Forstmann lies in the attitude the workers assume in regard to safety. We have always felt that if the worker participated in the game of "No Lost-Time Injuries" he would be much more interested than if he sat on the side lines and listened to Mr. Haardt preach about safety. He would know that the company wasn't "up to anything." He would know it was for his own benefit that the safety program should succeed.

And it has succeeded. When management alone worked on the safety program they did a very good job. The record at Forstmann was always good but whenever something new was tried the workers would always look for some undisclosed reason. The average worker was too cynical to believe that the company was doing it for their own good. Today, because of their own participation they have come to the realization that safety is not a company game but a worker-management affair. The whole safety program, in my opinion, basically rests upon these points:

(1) A spirit of co-operation and trust. We are partners and not adversaries in battle. Before the joint program went into effect, few workers advanced safety ideas. Their attitude was "Sure, the company is interested in safety, but only if it costs nothing for repairs." Today the story has changed. They know that costs have no bearing upon safety. "Safety has priority at Forstmann's" is the slogan. Maintenance honors a safety requisition immediately, whereas regular work requisitions are filed and worked upon in order of receipt.

(2) A complete separation of the regular grievance procedure from the safety program. For the union this was not too easily accomplished. In the beginning whenever a worker had a safety problem instead of going to the committee member in his department he would go to the steward or come to me. Today, the program is working so well that the union officers never hear of a safety complaint.

(3) Choice of members on the committees. Members should be selected only on the basis of their interest in safety and not because they are very union-minded or believe that the company can do no wrong. In our method of selecting the committees we have run into a few cases where it was necessary to be fair. We have at Forstmann a modified union shop so about one per cent of the workers still do not belong to the union. When the original committees were selected by the stewards and supervisors in one department a non-union worker was selected without either the steward or supervisor knowing she was non-union. It was brought to my attention about a month later. Now this woman officially represented the union and yet was no member, but because she was doing a good job and was well liked she finished her full term with complete co-operation from our members. The union will not gamble with safety.

That is our stand. A crippled worker is a liability to everyone including himself. On the other hand, a healthy and sound worker is a credit to the union; the company and to the community.

## Carter Heads N. C. Textile Foundation

The North Carolina Textile Foundation, Inc., at its annual meeting in Greensboro recently elected W. J. Carter of Carter Fabrics Corp., Greensboro, president of the group and recommended that financial assistance be given to the establishment of a Department of Wool Manufacturing and a Department of Personnel Management Training at the North Carolina State College school of textiles, Raleigh.

A. G. Myers of Textiles, Inc., Gastonia, was named vice-president of the Foundation. W. H. Ruffin of Erwin Cotton Mills Co., Durham, was named treasurer and David Clark of Charlotte, president and editor of TEXTILE BULLETIN, was elected secretary. Named to the executive committee were J. Ed. Millis of High Point, who also presided over the annual meeting; Thurmond Chatham of Elkin; J. C. Cowan, Jr., of Greensboro; Mr. Carter, Mr. Myers, Mr. Ruffin and Mr. Clark. As alternate members Herman Cone and John Voehringer, both of Greensboro, were named. Appointed to the investment committee were R. M. Haynes of Winston-Salem, R. S. Dickson of Charlotte, and Mr. Carter.

Five new members were added to the board of directors, as follows: George L. Lyster of Lyster Full Fashion Mills, Hickory; W. P. Saunders of Robbins (N. C.) Cloth Mills; J. Harold Lineberger of Acme Spinning Co., Belmont; Hugh M. Grey of Hugh Grey Hosiery Co., Concord, and Carl J. Beaver of China Grove (N. C.) Cotton Mills.

A committee was appointed to draft suitable resolutions relative to the passing of O. Max Gardner and J. H. McEwen, who were at the time of their deaths members of the board of directors. Thurmond Chatham of Chatham Mfg. Co., Elkin, was selected to succeed Mr. Gardner and Joseph P. Kelly of May McEwen Kaiser Co. was selected to succeed Mr. McEwen. H. W. Whitcomb of Fieldcrest Mills, Spray, was named to succeed J. Frank Wilson, retired. All other former members of the board were re-elected.

The report of the treasurer revealed that to Jan. 1, 1947, contributions had been made by 378 individuals and corporations totaling \$819,506.27. During 1946 contributions were \$85,841.60, income from dividends and interest \$11,000, or a total income of \$96,841.60. Payments during 1946 to North Carolina State College for salary supplements at the school of textiles were \$31,757.14. Net worth as of Dec. 31, 1946, was given as \$773,944.80 with no liabilities.

Speakers heard during the meeting included Dean Malcolm E. Campbell, Clarence Asbill and W. Ed Shinn of N. C. State College school of textiles; Chancellor J. W. Harrelson of N. C. State College; W. D. Carmichael, Jr., comptroller of the University of North Carolina; President W. J. Carter; Harry L. Dalton of American Viscose Co. and Hugh Chatham.

## Try Radiant Fabric As Highway Marker

The Virginia Department of Highways is experimenting with a new type of cloth, as a road marker, which is expected to facilitate night driving. The cloth, which reflects the rays of the automobile headlight, is composed of spun glass ground into a cloth fabric. The fabric is superimposed over the metal shields which proclaim the number of any recognized state artery with the number appearing in bold letters over the fabric. This 24-hour visibility scheme is said to have been tried in other states and has added to the facility of finding one's way at night.

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## Cotton Goods Market

Increases in prices running between one and two cents a yard on wide industrial fabrics and ducks is forecast by a leading Worth Street selling executive as a result of new wage rises in Southern mills.

Resulting higher costs coupled with the recent increases in cotton will make this move inevitable, this source indicates. Other selling concerns handling these type goods were cautious in their comments on the new wage boosts, indicating they wanted time to "look the situation over carefully."

There is always the danger of pricing ducks right out of customer reach, one commission organization warns. As long as possible, this house reports, it will try to hold the line and follow its current policy of allocating goods at O. P. A. levels. However, should operating costs threaten mill profits, it is reminded, higher prices must come.

Still another firm points out it will study the whole picture carefully and consult with mills before any action on revision of present quotations is taken. On certain coarse goods, the present return is good enough to absorb added labor costs, it is thought.

Prices on coarse goods have not gone up as they have on finer fabrics, it is reminded. In the great majority of cases quotations have been continued at or very close to O. P. A. ceilings. On some of these goods, the heavy demand would certainly have permitted a rise. With the exception of one house that has increased its wide sheeting prices by ten per cent for second quarter, large industrial fabric concerns have held the line.

The picture in combed cloths continues to be one of little action in the first-hand market and slowing action in second-hands as buyers continue to register resistance to the present high level of prices. While one source had sold its gray output through the second quarter at levels near the last ceiling prices early in the year, indications are that generally prices will be nearer the higher levels, despite complaints of buyers.

Heavy goods continue to meet resistance, even at O. P. A. prices, though where one buyer turns down this goods, it is said, there is another to take his place. Another factor is the still strong demand in the export market and the amount of goods being sold to these sources.

Manufacturers' shipments of textiles during 1946 rose 13 per cent above 1945 levels, it is disclosed in studies prepared by the Office of Business Economics, Department of Commerce. Total shipments for the year came to \$7,892,000,000 compared with shipments in 1945 of \$7,060,000,000. During December, 1945, shipments of textiles totaled 717 million dollars, a six million increase over the previous month. Year-end inventories stood at \$1,439,000,000, an eight million rise over November.

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# Cotton Yarns Market

Several yarn distributors in Philadelphia have disclosed that they had received formal notice from their Southern mills that wages had been advanced in line with the general ten per cent increase. In these instances, however, the spinners made no mention of the probable effect of the rise on yarn prices.

Yarn sellers argue again against advancing prices because of the wage grants. While it is admitted that some mills may be forced to hike prices slightly, dealers were of the opinion that many mills could absorb the increase in production costs. Reasoning here was that present profits could withstand the shock of the new wage rates. Market sources point out that while there is still plenty of good business on all sides, demand isn't as consistently strong as it was six months ago.

The Census Bureau has reported that the cotton spinning industry operated during January at 123.3 per cent of capacity, on a two-shift, 80-hour week basis, compared with 107.8 per cent during December last year, and 110.7 per cent during January last year.

Spinning spindles in place Jan. 31 totaled 23,858,244, of which 21,919,368 were active at some time during the month, compared with 23,927,706 and 21,688,028 for December last year, and 23,800,170 and 21,629,882 for January a year ago.

Active spindle hours for January totaled 10,587,614,246 or an average of 444 hours per spindle in place, compared with 8,670,795,153 and 362 for December last year, and 9,488,990,173 and 399 for January last year.

Spinning spindles in place Jan. 31 included: in cotton-growing states 18,113,526, of which 17,041,062 were active, compared with 18,158,330 and 16,997,324 for December last year, and 18,063,228 and 16,788,598 for January a year ago, and in New England states, 5,156,074 and 4,347,584 compared with 5,160,572 and 4,163,662 and 5,120,400 and 4,317,144.

Active spindle hours for January included: in cotton-growing states, 8,854,209,334, or an average of 489 per spindle in place, compared with 7,146,360,755 and 394 for December last year, and 7,962,308,606 and 441 for January a year ago, and in New England States, 1,574,035,874 and 305, compared with 1,375,901,403 and 267; and 1,379,451,895 and 269.

Lint cotton consumed during January totaled 947,036 bales compared with 774,177 during December of last year and 811,218 during January of 1946. Consumption for the six months ending Jan. 31 totaled 5,203,863 bales, as against 4,405,030 for the corresponding period a year ago.

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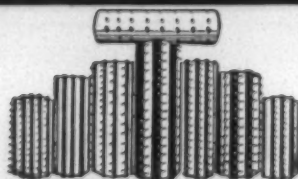
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WANTED—Job as overseer of small card room by man with long practical experience on cards; can fix frames, pickers, cloth cards; will do whatever necessary to keep job up. Would accept first shift grinding or fixing job provided wages are good. Have family. References. Write "Cards," care Textile Bulletin, P. O. Box 1225, Charlotte 1, N. C.

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Gear Cutter—36" O & E Spur & Bevel.  
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## The Right To Work

(Continued from Page 50) of the closed shop, is it punitive or repressive to adopt the provision of the Railway Labor Act which prohibits the closed shop. Is it punitive or repressive to restore to free American citizens their constitutional right to work, to earn a living, and to support their families, without paying tribute and tax to a private organization for the privilege?

Is it punitive or repressive to prohibit the type of anarchy and insurrection where mass pickets, by force, by violence and by intimidation, take over control and possession of the public highways and prevent peaceful citizens from going about their lawful business? Is it punitive and repressive for Congress, in the interest of all of the people, to seek passage of legislation that will prevent, and break the stranglehold grip, of a monopolistic union in paralyzing the whole economy of the nation by calling a strike, with or without reason, in a vital industry upon which the very life of the nation depends?

Out of my correspondence files over the years I can multiply instances of this nature which no honest man can justify or defend. The plain, blunt question with which this Congress is confronted is whether it is going to studiously, earnestly and impartially seek to find a remedy for these outrages, or continue to play politics with a question so vital to every citizen of this country, whether he belongs to a union or not.

I say that an effective statute that will prohibit the closed shop, restore to free men the right to earn a living, and protect them in that right against violence and intimidation—these two provisions will do more to solve this question than all of the rest of the laws we can write on the subject.

The closed shop is favored by many unions, and also by many employers. I hold no brief for either, for both are acting in their selfish interests. It is the duty of Congress to ignore the selfish interests of both industry and labor, and to recognize in legislation the paramount rights and interests of the nation, and of the inherent right of the American citizen to work.

Enacting a revision of the National Labor Relations Act is a technical and legal task. It entails the consideration of multiple features which may be deemed desirable or undesirable. There is honest difference of opinion on many of these things, but upon the objective to be attained there can be no honest differences of opinion. The National Labor Relations Board should be made a purely judicial body, independent of the prosecuting agency. To employers should be restored their constitutional right of expression of opinion with respect to any matter which may be of interest to the employee or general public, provided it is not accompanied by acts of coercion, intimidation or discrimination.

It should be an unfair labor practice for an employer to encourage or discourage membership in a union by discrimination in hire or tenure of employment, or conditions of employment, and the closed shop should be outlawed. The employer should be excused from bargaining with a union where two unions make conflicting claims of the right to representation, until the National Labor Relations Board has decided which union is entitled to bargaining rights.

One provision in H. R. 8 prohibits the use of force or violence or threats to prevent any person from accepting or continuing employment, or from entering or leaving his



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place of employment, or to picket the home of an employee to induce him to work or refrain from working. This provision would also prohibit persons from picketing a plant where they are not employees. Likewise, it would prohibit employers from hiring persons to obstruct, or by force or threats interfere with, peaceful picketing. This provision is taken from a bill which passed the House on Dec. 3, 1941, by a roll call majority of 252 to 136.

Boycotting should be an unfair labor practice, and so should failure of labor unions to register and file financial statements with the National Labor Relations Board. It should be an unfair labor practice to bring about a lock-out strike, a slow-down strike, or other interruption in the operation of public utilities, or other facilities whose continuous operation is essential to public health and safety. It should be an unfair labor practice for a union to refuse to sign a collective bargaining agreement solely because of a provision to submit to arbitration its differences with the employer where public utilities and facilities essential to public health and safety are involved.

Irresponsibility of union leadership is one of the most objectionable features in industrial relations today. Any new legislation should prohibit any person from being a union officer, or representative of employees, unless he is an American citizen. Much of the trouble we have had has come from communist-controlled unions, often officered by communists and fellow travelers who are aliens. There is need for speed in new legislation. The Smith-Connally Act will soon expire. All the coal today is being produced under provisions of that law. It seems more than likely that another crisis in coal production will be precipitated.

Justice Cardozo in *Dorchy v. Kansas* (272 U. S., 306) said: "Neither the common law nor the 14th Amendment confers the absolute right to strike." I have never proposed a law to deprive workers of the right to strike. Yet it does seem that if we are to make a choice between depriving workers of the right to strike in public utilities and similar industries, and thus depriving the whole nation of services and products essential to health, safety and convenience of the people, we must consider some type of legislation more drastic than might be proposed in ordinary disputes where the public interest is not paramount.

We need reasonable and sensible legislation to protect the whole American people from the voracity and rapacity of the few, organized and politically active though they may be.

### Textile School Offers New Course

The North Carolina Vocational Textile School at Belmont, N. C., was scheduled to start a new class in weaving and designing March 3, according to Chris E. Folk, principal. Later in the month, the school expects to start a class in yarn manufacturing. An institute on testing and sizing will be held at the school April 9-10. The institute will be conducted by John Wigington, director of the testing laboratory for the Cotton Textile Institute, and Murphy Cook, specialist in charge of the cotton testing laboratory for the U. S. Department of Agriculture. Both Mr. Wigington and Mr. Cook are located at Clemson College, S. C.

Comer-Avondale Mills, Inc., have moved their offices to new quarters at 58 Worth Street, New York City. The offices formerly were located at 40 Worth Street, New York.

# PAGE

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## United Kingdom To Expand Cotton Trade

A comprehensive five-year plan for rebuilding Great Britain's cotton industry—to raise production, despite a drop in manpower below pre-war levels—was announced recently in Manchester, England, by Sir Stafford Cripps, president of the board of trade. Sir Stafford told a meeting attended by representatives of all sections of the industry that the government would pay 25 per cent of the cost of mechanical re-equipment with the remainder to be borne by the industry itself.

Average output per worker must be increased through introduction of labor-saving machinery, the minister said, and the mills must work two shifts a day—instead of one as at present—for more effective use of the machinery. Sir Stafford did not estimate the cost of the program, which he said was the only one of its kind that the government planned for any British industry. The program is based on recommendations of a government-appointed working party that surveyed the industry.

## Phi Psi To Convene in Charlotte May 2-3

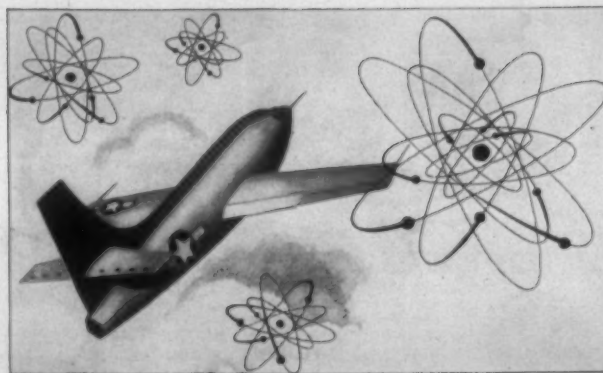
The Charlotte, N. C., alumni chapter of Phi Psi, national honorary textile fraternity, is completing plans for the 21st national convention to be held in Charlotte May 2-3. An exhibit by each chapter of the fraternity from all the textile schools will be shown at the event and prizes will be given, the first prize consisting of a plaque donated by Pomona Mfg. Co. of Greensboro, N. C., and \$100 donated by Walter Dillard, executive vice-president of Pomona Mfg. Co.

Members have been urged to make reservations promptly at Hotel Charlotte, the scene for the meeting. The program for May 2 includes registration, golf, open house and a buffet supper and entertainment. The sessions May 3 will open with a business meeting followed by a grand council meeting, inspection of exhibits, open house and a banquet and entertainment.

## Truman Puts Quota On Cotton Imports

A proclamation imposing a quota of 70,000,000 pounds annually on imports of short harsh or rough cotton having a staple of less than three-fourths of one inch in length was signed recently by President Truman. This action amends a proclamation of Sept. 5, 1939, limiting the quantities of certain cotton and cotton waste which might be imported but exempting harsh or rough cotton. The order grew out of hearings held last fall by the United States Tariff Commission to determine whether the short harsh or rough cotton importations threatened to injure the domestic producer.

The Tariff Commission announced that Feb. 18 it would reopen its investigation and hearing with respect to cotton having a staple of  $1\frac{1}{8}$  inches or more in length. The principal object of reopening the investigation and holding a hearing at this time is to determine whether changed circumstances require modification of the current quota on long-staple cotton for the year ending Sept. 19, 1947, particularly with reference to the possible need for an increase in the current quota in order to meet the current requirements of domestic manufacturers for long-staple cotton; and, if the quota is increased, the possible need for imposing controls to insure that the cotton permitted entry under the quota is equitably distributed among essential users.



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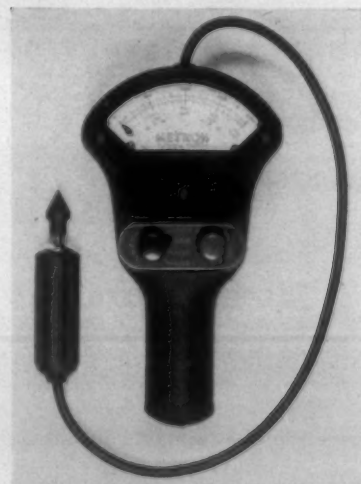
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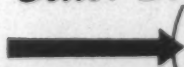
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## Labor Relations Institute Advises Members

The eagerly-awaited application to the "de minimis" rule of law to the portal-to-portal cases, which have now passed the four billion dollar mark, may result in admitting claims for all uncompensated time exceeding 12 minutes per week per employee. According to O. C. Cool, director of the Labor Relations Institute, New York City, who ventured this prediction, the Supreme Court itself, in an earlier decision affecting the same Wage-Hour Law, established this minimum. Pointing out that "de minimis" is the legal doctrine by which a statute broadly regulating unspecified amounts of time or money is interpreted as permitting trivial or minor fractional amounts to be ignored in the application of the law, Mr. Cool explained, "The Supreme Court, in the *Mabee v. White Plains Publishing Co.* case, decided 'where the fraction begins' in Wage-Hour regulation. In that decision, the court held that employees come under the Wage-Hour Act even if only one-half of one per cent of the employer's products are in interstate commerce. If this same reasoning applied to portal-to-portal claims, then any uncompensated time exceeding 12 minutes per week, because 12 minutes is one-half of one per cent of 40 hours, will be accepted as a basis for back pay and damages. That is less than 2½ minutes per day on a five-day week."

The Labor Relations Institute also advised its members to recheck the provisions of their respective "fringe benefit" plans to be sure that their contributions to such plans cannot be classified as wages by Wage-Hour inspectors. If such payments are considered to be wages, it will affect the whole computation of overtime and may lead to retroactive pay suits or a fine or other penalty for violating the act. According to the institute's analysis of the problem, no employee benefit plan can be held suspect from this viewpoint if it meets the following requirements: (1) the employees participating in the plan have no right to assign benefits; (2) they do not have the choice of accepting money in place of the other benefits set forth in the plan, and (3) they may not, upon termination of their employment, upon withdrawal of their membership in the plan, or upon the latter's suspension or cancellation, accept a cash settlement in lieu of stated benefits.

On the other hand, the institute's bulletin points out, a discretionary bonus, defined as any unexpected gift bonus where the time, amount and basis of payment are not set in advance or known to the employee, has no bearing, under Wage-Hour court decisions, on the employees' "regular wage." Such bonuses may not be used as an offset against overtime wages due.

In view of the conflicting decisions on the part of lower courts and the N. L. R. B. in regard to employers' rights to free speech during unionization drives, the institute has compiled the following seven cautions to keep management out of trouble: (1) don't make coercive statements; (2) don't threaten loss of employee benefits; (3) don't try to influence workers to join an inside union; (4) don't criticize union organizers or officials; (5) don't say that business will be curtailed or the shop closed down if the union wins; (6) don't issue publicity releases or public statements to the press which might be construed as an attempt to influence the outcome of the election, and (7) don't forget to warn supervisors or officers of the company to refrain from acts or statements which might be prejudicial to the union.

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BOX 565

GREENSBORO, N. C.

**Subsidy Sought For Jap Cotton Industry**

General MacArthur has asked the Federal Government for an 18-million-dollar subsidy to enable him to pull the operations of the Japanese cotton textile industry out of the red, it was reported recently. The subsidy would be based on the payment to S. C. A. P. by Commodity Credit Corp. of the cotton export subsidy of four cents per pound authorized by the Bankhead Amendment to the Surplus Property Act to be paid to private American cotton exporters. S. C. A. P. has purchased approximately 890,000 bales of American cotton for the Japanese textile industry, most of which was owned by the C. C. C. General MacArthur's claim for the subsidy is based on the argument that the costs of the Japanese occupation are being met by the American taxpayer, and that any juggling of Federal funds necessary to bring all of the agencies and departments concerned out of the operation on the right side of the ledger, is justified.

Representatives of S. C. A. P. were reported also as seeking to secure from C. C. C. a relaxation of the 50 per cent lien which that agency holds on the cotton which it has sold to S. C. A. P. and which must be satisfied, along with claims of the U. S. Commercial Co. for freight and other service charges, before any of the proceeds of the exports can be allocated to the Japanese. C. C. C. officials maintain that to reduce its 50 per cent lien on the 890,000 bales of cotton which it has already sold to the agency would be, in effect, a price regulation on this cotton after it has been delivered to the purchaser.

**Carded Yarn Spinners Confer on Problems**

A series of "readjustment" regional conferences for informal exchange of views regarding the disturbed conditions in the carded yarn division of the cotton textile industry was conducted by Carolina members of the Carded Yarn Spinners Association in Charlotte, N. C., during the week of Feb. 23. Spinners of Georgia, Alabama, Mississippi, Tennessee and Texas held their own conference in Atlanta, Ga., and those of eastern North Carolina, Virginia and New England states conferred in Raleigh, N. C. The spinners directed their comments to production, marketing, the disturbed price structure, factors in the current rather selective demand, effects of recent wage increases on costs, and various other trade problems.

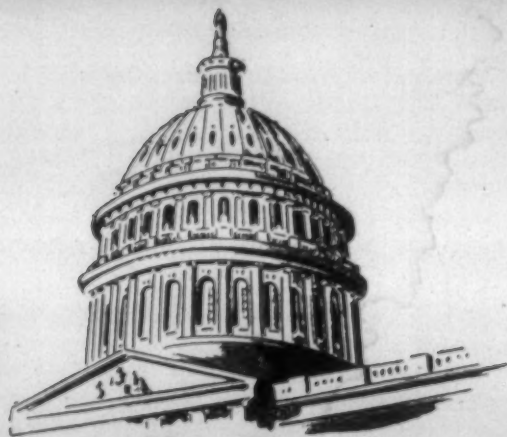
**New Flocking Adhesive Is Developed**

A new synthetic rubber adhesive has been developed by United States Rubber Co. for use in conjunction with textile fibers to make plush, velour, suede and velvet surfaces. The adhesive is said to have longer life and more flexibility than base coat enamel adhesives now being used. It can be dyed any color to match the textile fibers.

The product is called Flocking Adhesive M-6177. It may be sprayed or brushed on wood, metal, glass and other surfaces. It is intended for use with tiny strands of rayon, cotton or wool known as flock. The strands range from  $\frac{1}{32}$  to  $\frac{1}{8}$  inches in length, depending upon the depth of pile desired. The flocking process is widely used on poker tables, phonograph turntables, showcases, toys, shoes, jewel boxes, automobile trunks and glove compartments and the bottoms of ash trays, lamps, telephones and other articles. It may be used to make thick pile fabrics. New applications include airplane interiors, instrument panels, and sound chambers of radios and phonographs.

# WATCHING WASHINGTON

[Exclusive and Timely News from the Nation's Capital]



Collective bargaining and employer-employee relations are undergoing a major surgical operation in far-reaching legislation shaping up in Senate and House Labor Committees. Organized labor, demanding no legislation, is offering the stiffest resistance on record. Time-hoary loopholes are being plugged up. Aim is to cure abuses without impairing just rights of employers or employees. Neither committee wants punitive or brutal bills, but do propose to nail down democratic processes in unions and their whole range of dealing with management. Initial bill will come from the Senate committee.

Vast net of extortion, graft, shakedown and racketeering by union agents and hangers-on, or by outside racketeers, estimated to cost nation's productive industry scores of millions of dollars a year, faces keen edged and sharp pointed legislation from the House committee. Both the Hobbs and Petrillo laws will be superseded. Testimony to committee reeks with sordid stories, as bizarre as any "thriller" ever screened in Hollywood, of hard-fisted impositions, shakedowns, extortion and blackmail by small fry climbed high in union power, operating without restraint or sense of responsibility. Union power carries responsibility, says Chairman Hartley, and "we intend to enforce accountability of union officials both to their members and to the public."

A. F. of L.'s Green and C. I. O.'s Murray crashed head-on with the Senate committee. In violent and bitter words, Green said Congress is trying to legislate in the dark and problems should be left to the "house of labor" to solve. Green added no new laws are needed, not even in amending the Wagner Act. Labor-friendly Senator Morse (R., Ore.) told Green: "Don't make the mistake of thinking we are not going to legislate on labor in this Congress, and we would like to have your help in doing it, but it is going to be done."

Murray pointed his resistance in a slashing attack on corporate profits and wilful and obstinate managements. Senator Ball (R., Minn.) told him he was missing the point, and target, too. "We are not writing a tax law," added Senator Taft (R., O.). Murray was told labor laws have

economic implications, too, as well as the social, humanitarian and ideological bases cited by him.

Auto Union President Reuther was the most practical minded employee spokesman to appear before the Senate committee. He presented a 55-page careful economic survey reviewing wage relations in motor manufacture, but like the others, said: "We don't need new laws." Senator Morse inquired: "Do you think, down in your conscience, this Congress is not going to legislate on labor?" Reuther smiled wryly, and said that's "a hot question."

Anthony Gruszka, former Milwaukee A. F. of L. organizer, startled the House committee when he said rank and file workers are lost under the pyramid of unions; helpless, harassed, bullied, and forced to stay in to earn a living. Gruszka proposed: (1) Repeal the Wagner Act; (2) Require union incorporation and financial responsibility; (3) Restore equal rights of management and labor; (4) Outlaw maintenance of union provisions, and (5) Prohibit foremen from unionizing. Gruszka was backed up by four fellow worker witnesses.

William Green told the Senate committee he never heard of a worker being required to join a union against his will, or remain in if he didn't want to. "He can always quit his job," said Green. Senator Ball asked if workers should be required to contribute to the Communist party when Communists seize a local union. "Of course not," said Green. "That has been done, and it's being done," replied Ball.

The old time "graveyard" practice of labor committees in scuttling labor bills through endless hearings, with time given to anybody who wants to be heard, including crackpots and professionals, has gone the way of the famed "graveyard." Under the new Reorganization act, only top spokesmen for broadly representative groups are heard. Over 200 C. I. O. local officials asked to be heard on the labor bills. The Senate committee refused.

Axe-wielding John Taber, in charge of House appropriations bills, is moving relentlessly down



the gamut of New Deal spending to chop out at least \$6 billion from the President's \$37.5 billion budget. With the carry-over of non-recurring items from this year, even with a \$6 billion chop, bureaucrats will still have \$40.2 billion to spend next year. There's \$9.5 billion in more or less loose money throwing around in departmental and bureaucratic cash boxes.

Administration forces sought in the Senate to head off a budget cut by saying it was pointed at weakening national defense. Chairman Bridges, of Senate Appropriations, said opposition to ending 15 years of waste and deficit spending could not be camouflaged behind patriotic speeches for national defense.

Learning the ways of economy and sound spending comes hard after years of deficit spending, unbalanced budgets and pyramiding debt. Republican leaders are preaching a new gospel, but there are unbelievers and infidels. Special agencies and independent boards, called "frills and pink bows" in government, with "pork barrel" items, are being gone over with a wire brush.

O. P. A. ruefully admits it has reached the road's end. House Appropriations Committee denied additional funds for this year, and withdrew \$9,000,000 remaining in this year's appropriation. The House with lightning rapidity backed up the committee. Sugar rationing and rent control will be taken over by other agencies.

A nation-crippling strike of 300,000 telephone workers is tentatively set for April. Officials of the independent telephone union were told by the Senate Labor Committee that it will be best to work out an agreement and that proposed laws to outlaw strikes is not just "a foul conspiracy" against labor, but a sign that times are changing.

Gates of the closed shop have been blown open in four states—Arizona, Arkansas, Florida and Virginia—through enactment of anti-closed shop laws. The Tennessee legislature has sent such a bill to the governor. A like bill is in the works in Georgia, and there's possibility of such a law being passed in New York and North Carolina. With 45 state legislatures in session, more such legislation seems on the way.

Suggested merger plans for A. F. of L. and C. I. O. have broken down in the making. Each union wants to dictate the merger formula, and neither trusts the other. A. F. of L. says it will sweep out C. I. O.'s Communists, which C. I. O. is unable to do. Vociferous Communist minorities are expected to defeat any merger agreement.

A last-ditch battle with Communists is developing in the C. I. O., with leaders clashing all the way from Washington headquarters down to small unions. It is the most bitter internecine union struggle in years, rivaling the initial break between A. F. of L. and C. I. O. Main bastions of

the Communists are the automobile union, dominating motor, farm machinery and heavy castings manufacture; the electric radio workers, and smelter workers. These unions affect industries in America that are in strongest world competition with Russia's key industries.

U. S. Conciliation Service was violently attacked by Senate Labor Committee members who charge a large part of its statistics are phoney. Senator Taft says the Washington office is filled with "chair warming ex-War Labor Board employees" who are drawing pay while field operations are being reduced. The Service is slated in prospective legislation to be merged in a new agency.

Republican leadership will refuse to yield on the proposal for a 20 per cent cut in income taxes. One-half of the proposed \$6 billion budget slash will be applied to tax reduction and the other half to debt reduction. New Dealers will resist a tax cut, even in the lowest brackets, but the budget cut first will pave the way for tax cuts.

Ruddy-faced, broad-shouldered, plain-spoken Fred Hartley, New Jersey Republican, in his tenth term in the House, and chairman of the Labor committee, is emerging as a new "strong man" in House leadership. He will pilot through labor legislation. He became committee chairman when G. O. P. leaders refused to assign the job to Richard Welch of California, top in seniority, because he cast too many pro-New Deal votes, and voted to uphold the Case bill veto. Hartley says he will put labor relations "back on an even keel."

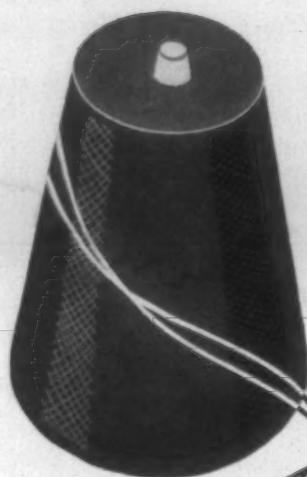
Rep. Mary Norton (D., N. J.), for six years chairman of the House Labor Committee, refused to continue as a member of the committee under Republican control. Only three of the New Deal "graveyard" brigade on the committee in the 79th Congress remain as members.

Sen. Irving Ives (R., N. Y.), catalogued as pro-Labor, is shooting the sharpest and hardest questions to union leaders before the Senate Labor Committee. He's demanding constructive proposals, and told both Green and Murray: "You won't get anywhere by offering only resistance here. We want your help if we can have it, but there's going to be labor legislation."

Chairman Taber and Senator Byrd (D., Va.) mean business in asserting 600,000, or more, civilian employees must be taken from Federal payrolls. Byrd says the number, now 2,283,890, can be reduced to 1,600,000 by July 1. Taber is eyeing 1,300,000 civilians still in war agencies, including Army and Navy, 18 months after the war's end.

William Green, with hearing failing and aging rapidly, contemplates retirement at the next A. F. of L. convention. John L. Lewis is increasing his authority in A. F. of L. circles, and just now is Green's most likely successor.





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| Cone Export & Commission Co.       |               | 6    |                            |  |      |                                                        |  |      |
| Courtenay Mill                     |               | 97   |                            |  |      |                                                        |  |      |
| Crabb & Co., William               |               | 90   |                            |  |      |                                                        |  |      |
| Crompton & Knowles Loom Works      |               | 32   |                            |  |      |                                                        |  |      |
| Cross Cotton Mills Co.             |               | 30   |                            |  |      |                                                        |  |      |
| Crown Cotton Mills                 | 106-A         |      |                            |  |      |                                                        |  |      |
| Curran & Barry                     |               | 100  |                            |  |      |                                                        |  |      |
| -D-                                |               |      |                            |  |      |                                                        |  |      |
| Dan River Mills, Inc.              |               | 19   |                            |  |      |                                                        |  |      |
| Darlington Mfg. Co.                |               | 20   |                            |  |      |                                                        |  |      |
| Dary Ring Traveler Co.             |               | 108  |                            |  |      |                                                        |  |      |
| Dayton Rubber Mfg. Co.             |               | 2    |                            |  |      |                                                        |  |      |
| Denison Mfg. Co.                   |               | 105  |                            |  |      |                                                        |  |      |
| Dixon Lubricating Saddle Co.       |               | 68   |                            |  |      |                                                        |  |      |
| Dolge Co., The                     |               | 66   |                            |  |      |                                                        |  |      |
| Dora Yarn Mill Co.                 |               | 20   |                            |  |      |                                                        |  |      |
| Dover Mills Co.                    |               | 20   |                            |  |      |                                                        |  |      |
| Drayton Mills                      |               | 26   |                            |  |      |                                                        |  |      |
| Dronsfield Bros.                   |               | 92   |                            |  |      |                                                        |  |      |
| Dunear Mills                       |               | 41   |                            |  |      |                                                        |  |      |
| Dunning & Brochert Press Co.       |               | 63   |                            |  |      |                                                        |  |      |
| Dunson Mills, The                  |               | 23   |                            |  |      |                                                        |  |      |
| Durant Mfg. Co.                    |               | 98   |                            |  |      |                                                        |  |      |
| -E-                                |               |      |                            |  |      |                                                        |  |      |
| Eagle & Phenix Mills               |               | 13   |                            |  |      |                                                        |  |      |
| Eaton, Paul B.                     |               | 102  |                            |  |      |                                                        |  |      |
| Efrd Mfg. Co.                      |               | 22   |                            |  |      |                                                        |  |      |
| Elk Cotton Mills, The              |               | 85   |                            |  |      |                                                        |  |      |
| Elmore Corp., The                  |               | 10   |                            |  |      |                                                        |  |      |
| Engineering Sales Co.              |               | 81   |                            |  |      |                                                        |  |      |
| Erlanger Mills, Inc.               |               | 20   |                            |  |      |                                                        |  |      |
| Esther Mill Corp.                  |               | 20   |                            |  |      |                                                        |  |      |
| -F-                                |               |      |                            |  |      |                                                        |  |      |
| Fairforest Finishing Co.           |               | 84   |                            |  |      |                                                        |  |      |
| Felters Co., The                   |               | 8    |                            |  |      |                                                        |  |      |
| Fieldcrest Mills                   |               | 18   |                            |  |      |                                                        |  |      |
| -G-                                |               |      |                            |  |      |                                                        |  |      |
| Gambrell & Melville Mills Co.      |               | 97   |                            |  |      |                                                        |  |      |
| Gastonia Comber Needling Co.       |               | 65   |                            |  |      |                                                        |  |      |
| -H-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -I-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -J-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -K-                                |               |      |                            |  |      |                                                        |  |      |
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| -L-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -M-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -N-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -O-                                |               |      |                            |  |      |                                                        |  |      |
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| -P-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -Q-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -R-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -S-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -T-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -U-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -V-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |
| -W-                                |               |      |                            |  |      |                                                        |  |      |
|                                    |               |      |                            |  |      |                                                        |  |      |



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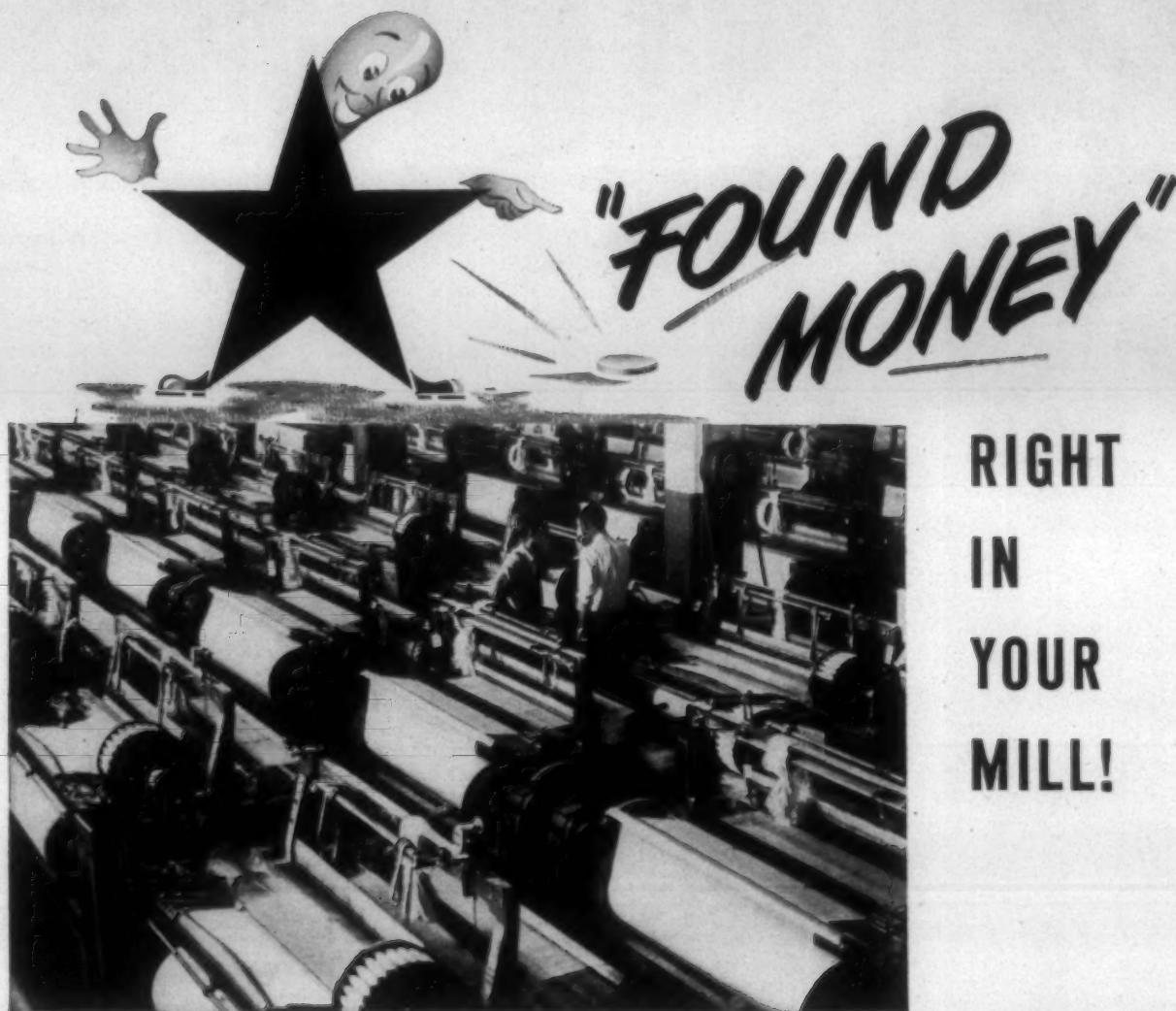
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